

COURIER

NEWSMAGAZINE OF THE NATIONAL PARK SERVICE

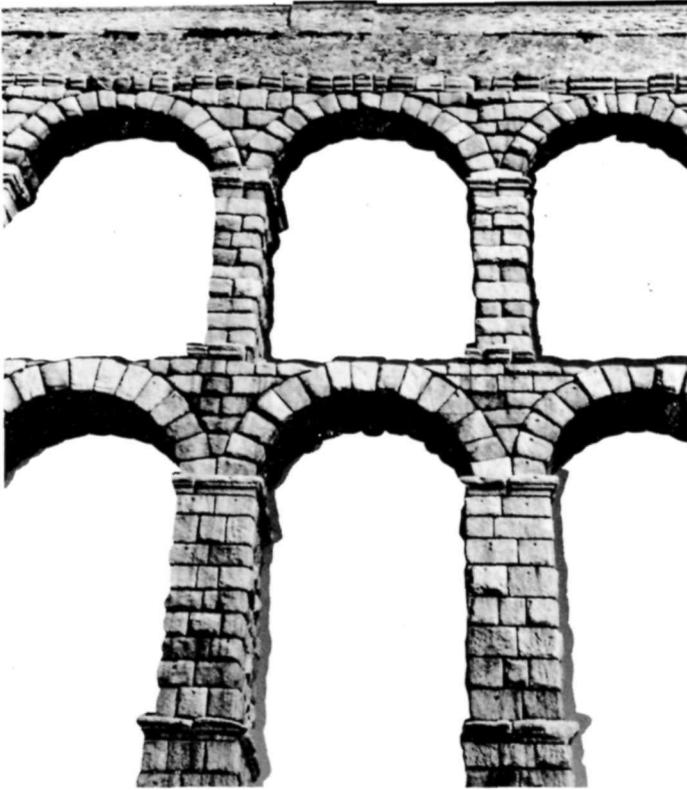


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NEWSMAGAZINE OF THE NATIONAL PARK SERVICE

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COVER

Filmmaker, writer and photographer, William H. Edy, Jr., began his environmental work as Tanzania National Parks education director. This month's cover was taken among the Nepal Hill Tribes, where, "despite the harshness of life the ability to laugh and to love is undiminished."

The back cover, taken in India, was contributed by DSC's Marvin Wall.



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National Park Service
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NATURE DOESN'T RECOGNIZE BOUNDARIES

Some years ago, the public learned that more than 100 million monarch butterflies annually migrate up to 2,500 miles across Canada and the United States to reach a small hideaway, high in the Mexican mountains. I find almost as incredible as this annual trek itself is the fact that the butterfly's winter haven was not 'discovered' until the mid-1970s. Although the local people knew about it, they never thought anyone else might be interested. If various organizations had not learned of these wintering grounds and sought their protection in time, deforestation might have put an end to this age-old cycle.

In such an interdependent global environment, sharing such information before it is too late is one example of why I so strongly advocate international communication and cooperation. We still know so little about how nature works within our own boundaries, much less beyond them. I believe that through communication, both here at home and abroad, we can gain answers to problems and insights to new opportunities. Sharing information with those in other countries encourages them to share what they know with us—and so the process of communication unfolds.

Numerous species cross political boundaries, following natural instincts we do not understand. The gray whale, which migrates from the Bering Sea down the coast of California to Mexico, does not think about political borders; nor does the ruby-throated hummingbird when it leaves the United States for Mexico each fall, or the blackpoll warbler, which in the course of its yearly trip from Venezuela to Eastern Canada also stops in various park areas along the route. Communication and cooperation among international neighbors helps us see to the continuing health and well-being of such international travelers.

But countries share much more than the species and ecosystems that cross borders. Right now, in preparing for the Columbus Quincentennial, the Service is reaching out to Spain and Mexico to learn more about our Hispanic heritage. Cultures, like wildlife, do not know boundaries. The diverse composition of our American culture makes it critical that we establish effective relationships with other countries in order to better understand and accurately interpret many of our historical areas.

Perhaps, most importantly, good communication and cooperation with other countries is necessary to better protect and manage the national park system. We are learning a great deal about the effects of acid rain from the Germans. They long have been studying its effects on the Black Forest, and their information and experience may be useful to us in addressing the dilemmas we face in this country. Through our Carribean initiative on shared resources,



we also are cooperating with nations of the wider Carribean Region to address preservation of common migratory and endangered species such as the Kemp Ridley sea turtle.

We have the honor and the obligation to share our expertise with other countries as well. Through our International Affairs Office, we've developed and are implementing agreements, such as the World Heritage Convention, and are providing assistance to the USSR, the People's Republic of China, Mexico, Egypt, Pakistan, Thailand, Spain, Morocco, and Sri Lanka, to name only a few. Specifically, we've assisted Saudi Arabia in developing Asir, a one-million-acre national park. Recently, the Indian Government requested our assistance to help create a Taj

Mahal National Historical Park. It seems to me a high tribute indeed to our professionalism that another country would request our help in the preservation or protection of their national heritage.

We must continue to work energetically with other nations, learning from them as they learn from us, working together to achieve common goals. What I'm advocating really isn't anything new; the Park Service has a pretty good track record of working with others. But I believe we ought to go further. Clearly, our own self-interest dictates increased involvement. However, the benefits and obligations go beyond *our* boundaries. As a recognized leader and player in the 'environmental' world, we have the ability to influence both national and global thinking on many important environmental issues. In environmental protection, national and international interests often coincide.

When it comes to the conservation of our resources, indeed even of our planet, people need to take their lead from nature and look beyond boundaries.

A handwritten signature in dark ink that reads "James M. Ridenour". The signature is written in a cursive style with a large, sweeping flourish at the end.

James M. Ridenour

FROM THE EDITOR

From time to time, readers share with me what they like or don't like about the *Courier*. Some praise its appearance and its content. Others find appearance and content not quite to their liking. Ironically, elements that many wanted to see altered during my early months with the publication are the very elements some individuals miss the most. What do I make of all this?

Sometimes, I admit, I am absolutely puzzled. For the most part, however, I merely go on. I continue staring at the computer screen as I have all along, typing in copy, getting excited over a particularly wonderful photograph or a stray bit of luck that has brought a writer to my door.

The very fact that there are differences of opinion concerning the *Courier* pleases me. I may not be able to resolve the conflicts—give this person more retirement news, that person more controversial features—because I, too, have my biases. But the fact that some conflict exists indicates to me that readers care enough to express their opinions. And if they did not care, well, what reason would there be to publish? Under such circumstances, the magazine would have little to offer.

Back in the spring, I watched carfulls of visitors converge on the Tidal Basin. It was cherry blossom viewing time. Those of us within walking distance made the trek on foot. We drifted slowly beneath pink-tipped branches as petals trailed down. We had done this before with other friends and probably would do it again—do it year after year as long as our lives kept us close enough to Washington to walk the paths and watch the petals float aimlessly along, because this simple gesture was part of our marking the coming of spring. I wondered, then, for how many others this was also true—how many others came year after year, whether it was a particularly flamboyant flowering or not, because in some scarcely understood but significant way those blossoms were the portal between seasons, and viewing them was a necessary tradition that somehow linked one part of life with the next.

Though we tend not to admit it, traditions serve as signposts for the continuum we think to be our lives. And so, though some of us fight against them, we cherish

them as well. We collect old china and antique lace, the stuff of great-grandmother's time. In the Park Service, much the same thing goes on. We struggle to balance the old with the new: the technological present with the older ethic of Stephen Mather's day. Doing it all is what we aim for. Compromise, realistically speaking, is about the best we can accomplish.

What traditions do is soften the fact that so much compromise is required. If we can admire the same chair (now primly placed near our own table) that we sat in as a child, then something has retained its stability; something solid harks back to an earlier existence and provides us with a way to understand our passage beyond it.

Visiting the parks reminds us of an era when the world was a greener, maybe even a calmer, happier place. So too, the *Courier*—be it Mather's family newspaper or the present format—makes us more aware of the evolution the Service has undergone. The publication that used to keep friends in touch with friends, and evoke a certain warmth and pride for the organization continues to do these self same things, simply using a different language to accomplish them.

The *Courier* is not what it used to be, and yet it is. It serves as one of those signposts along the road, marking where we've come from and perhaps where we're going to. It uses writers from other organizations to expand its scope, as it continues to draw on those who are part of the Service—each and every person who feels inclined to submit a story for editorial consideration. It continues to grow and change—I hope—with readers wants and desires, to be the living, breathing publication that those who receive it want it to be.

Thus when one reader likes something about the publication and another dislikes the very same thing, I tend to smile—because if I am interpreting all this right, then the various opinions merely suggest that the publication is doing its job. It reminds one reader of the past, but maybe not enough to fully satisfy because the *Courier* is also a creation of the present; or it does not say enough about the present for someone else's tastes, because it is also part of the continuum that is the past.

In this way the publication continues to thrive, and, month after month, to convince me that I still like the way it feels in my hand.

THE PERSONNEL SIDE

Terri Fajardo

It's funny the little odds and ends you think of when you're scared to death.

The basket I'm riding in is no bigger than a child-sized, square swimming pool. The ropes that keep the giant balloon and the basket together don't look strong enough to hold the combined weight of my pilot and me.

"If I ever get out of this alive I'm going to kill Jeffrey" is my primary thought. "I don't care if he is my little brother, I'm going to beat him senseless. No, wait, I'll make him eat my cooking and kill him slowly."

Here I am flying over the Maryland countryside in a hot air balloon, a birthday present from brother Jeff. Flying at what seems to be miles above the earth, I'm terrified to the point of apoplexy. It's times like these that I start thinking about all the things I should have done. Questions rattle through my head: Did I sign my will? Did I leave the bedroom window open? Why didn't I bring a priest along just in case? You know what I mean. I play back all the odds and ends that each of us really need to think about but never seem to find the time to put into action before some big event takes place. Anyway, while I'm busy flying around up here trying to figure out what I'll serve Jeffrey for dinner (should I live), you might want to tie up some of the loose ends

1. Income tax season is over and you had to write a check to Uncle Sam again. Shouldn't you review your withholding to see if you are having enough taken out? The new 1989 W-4 form outlines the tax bracket information for you. By using the formula, you can see if you should increase or decrease your number of exemptions. Withholding for state tax should be considered at this time also.

2. You have just gotten married and the honeymoon is over (well maybe not quite over). In the confusion that comes with beginning a new household, did you remember the personnel matters that need your immediate attention?

- Did you add your new spouse to your health insurance? Some folks think that only the man can add his new wife. That is not the case. A woman may add her new husband too. The point to remember is that both partners can't carry

government health insurance and claim the other as a dependent under that insurance. Only one or the other can carry the insurance and name the partner as the covered spouse.

• If you and your new spouse decided to open a joint checking or savings account in the same or a different bank, did you remember to complete a new direct deposit form so that your salary goes to your new bank and/or account? Remember the payroll office will not process a paycheck address change unless you complete the *Direct Deposit Sign-up Form*, SF-1199A. Also, do not close the account in the old bank until you are sure the direct deposit is effective in the new bank. If you close the account, and the new one is not in effect, your pay check will have nowhere to go. The bank will return the check to the U.S. Treasury. Should this occur, contact your regional/park payroll coordinator immediately. S/he can arrange with the Central Payroll Office to have the check reissued.

• If your marriage resulted in a household move, did you remember to complete a new change of address form? The Bureau of Reclamation form, *Request for Official Correspondence, Net Check, Residence Information*, pp-24, is used for this purpose. You need to complete this form so that your new W-2 or any other paperwork your region/park needs to send you will go to the correct *Official Correspondence Address*, retained in your personnel and payroll master records for this purpose.

• Do you receive savings bonds? If the answer is "yes," should you name your new spouse on the bond inscription or name him/her as the beneficiary? The *Authorization for Purchase and Request for Change* form, SBD 1928, takes care of necessary changes. It also may be used to begin receiving savings bonds—something to consider as a sound savings investment for the future.

Keep in mind that these points also are useful considerations if you have recently been divorced.

3. If you're like me, the idea of dying frightens you. I have it on good authority, however, that sooner or later it happens to all of us. (I'm hoping for later myself—much, much, much, later). In any event, when contemplating estate planning, consider completing the following forms:

a) *Designation of Beneficiary, Federal Employees' Group Life Insurance*

Program—if you elect life insurance under the Federal Employees' group Life Insurance Program (FEGLI), this form identifies the way you wish your life insurance divided.

b) *Designation of Beneficiary, Civil Service Retirement System*—if you die before you are eligible to retire, this form permits you to identify the individual(s) you wish to receive these benefits in your name.

c) *Designation of Beneficiary, Unpaid Compensation of Deceased Civilian Employee*—this form identifies the individual(s) to receive any salary that you would have earned during the pay period of your death as well as payment of any lump-sum annual leave due to you.

Completion of these forms provides your personnel office with the information it needs to process death benefits as quickly as possible. The death of an employee is always a difficult time for the personnel staff. These are not only people we serve but also our friends. Spelling out your wishes by completing the necessary forms makes it easier for those of us in personnel to serve your family better.

Well, we're coming in for a landing. I can see Jeff standing next to the car waving wildly. It really was a thrilling ride. You haven't lived until you've seen the beauty of the Maryland countryside in the spring from the air. Jeffrey was right: it was a once-in-a-lifetime experience—at least only once in my lifetime. He really is a great guy, my little brother. Maybe I'll just take him out to dinner instead.

Meanwhile, if you have any questions about the forms discussed in this article, just contact your friendly personnel/administrative office. They can help you fill in the blanks.

Till next time, have a great day.

LETTER

I was busily indexing the *Courier* for 1988 when I came across an article by Dixie Tourangeau in the August issue (p.3) that I somehow failed to note first time around. Better late than never, I thought I would comment.

The article entitled "Ansel Adams Reaches 78 RPM" discussed the plight of the WASO Photo Library. While I certainly have no argument with Dixie's aim of building up WASO's file of current public

affairs photos, he (unintentionally I am sure) has given some incomplete information about historical photos. He says at one point, "Classic historical photos from the 1900 to 1935 era are not in question here. . . what I'm talking about are the outdated ones." But those "classic historical photos" he mentions did not automatically become classics. First they had to become "outdated," because they, too, had telltale old cars, clothing, hairstyles, etc. What I am saying is that today's "outdated" photo, not usable from a public affairs standpoint, may be tomorrow's historic photo. I am concerned that those old photos not be trashed without first undergoing some historical appraisal.

In 1981, the WASO Photo Library was split into two sections. The largest section, consisting of close to a million images dating from the 1890s to 1980 constitutes the NPS Photographic Collection, now a unit of the Harpers Ferry Center, Office of Library and Archival Services, located in Springfield, VA. The photo librarian is Tom DuRant, who can be reached at 703/756-6138. The remainder of the original WASO Photo Library, which consists of several thousand "current" images, is the one about which Dixie is justifiably concerned. I applaud Dixie's efforts. We certainly do need standards both for the acquisition of "current" photographic documents and for the archiving of non-current materials.

Dave Nathanson
HFC

ANNOUNCEMENT

Architectural Conservation Summer School, West Dean College, Sussex, England, runs the week of July 14-21. Organized annually for professionals and experienced amateurs involved in architectural conservation of historic properties, the course includes lectures, discussions and site visits. The cost, including meals and accommodation, is 475 Pounds Sterling. For more information, write Mrs. C. Shenton, 16 Eldon Grove, London NW3 5PT, United Kingdom, or Gary Scott, NPS, 1100 Ohio Drive, SW, Washington, DC 20242.



A black rhinoceros, one of a number of endangered species protected in Africa's World Heritage areas. Photo by Rick Weyerhaeuser, World Wildlife Fund.

NEW DIPLOMACY

NPS ROLE IN INTERNATIONAL HERITAGE PRESERVATION.

When I was recently in Quito, Ecuador, for a meeting of the Board of Directors of World Wildlife Fund and The Conservation Foundation, we travelled by bus one evening through the old colonial city. Our guide announced that the ancient town with its fine Spanish buildings, narrow cobbled streets, and crowded sidewalks is part of the *Patrimonio Mundial*—the World Heritage. From this teeming scene of human activity and ancient culture, my mind flashed back to another scene—this time in the Serengeti Plains of Tanzania—also a World Heritage site. It was in the early sixties, and I remembered marveling at the vast wild panorama with its incredible spectacle of migrating herds and their attendant predators. These two extremes symbolize dramatically both the cultural and natural heritages of mankind—heritages which are interwoven in the complex web of life and activity around this planet. More and more, our greatest challenge lies in finding and maintaining a sustainable balance between them.

When the United States ratified the World Heritage Convention in 1972—the first nation to do so—I and others who helped develop the World Heritage concept viewed as an international breakthrough the U.S. government's recognition of this common heritage, along with the recognition that, worldwide, there exist natural and cultural areas so unique that they not only are of national significance, but of "universal value to mankind." In the years since that beginning, 107 other nations have joined the U.S. as parties to the Convention, a clear indication that international heritage preservation has become a global concern.

Preserving the world's heritage for future generations, however, will require more than concern. Crushing environmental, economic, and social problems in many parts of the world, and the developing world in particular, are fast outstripping the ability of nations to effectively protect and manage their natural and cultural resources. It is increasingly apparent that only a renewed and concerted commitment to cooperation on the part of the entire community of nations can prevent the irretrievable loss of many international cultural and natural treasures, to the ultimate impoverishment of all mankind.

It is in this light that the U.S. National Park Service comes to the fore as an agency with a vital international mission. In the 73 years since its founding, the Park Service has developed far beyond a domestic park management agency to become one of the world's premiere centers of scientific and technical expertise on the conservation of the world's cultural and natural heritage. If you travel as extensively in the developing world as I do, the need for the kinds of assistance the Park Service can offer in fields such as site management, interpretation, education, and preservation science and technology becomes immediately apparent. Also apparent is the good will and understanding that international cooperative efforts to protect national and international heritage areas fosters.

I do not intend to imply that international heritage preservation should become the Park Service's first priority; the Service will and should remain a primarily domestic agency with a clear domestic mission. But I do urge both the Congress and the Park Service to consider the benefits of expanding international heritage preservation programs, and the costs of inaction.

It is clear to me that sending Park Service personnel to other nations to provide training and technical assistance in heritage preservation represents a low cost, benign form of diplomacy which can prove very effective in promoting international understanding. While the United States may not accrue direct security or economic benefits from such exchanges, they nevertheless are an instrument of world peace, a signal that the United States is willing to offer its best assistance without demanding tangible reward. Overall, developing and sharing the national park concept is one of the most positive cultural contributions that America has made to the world community.

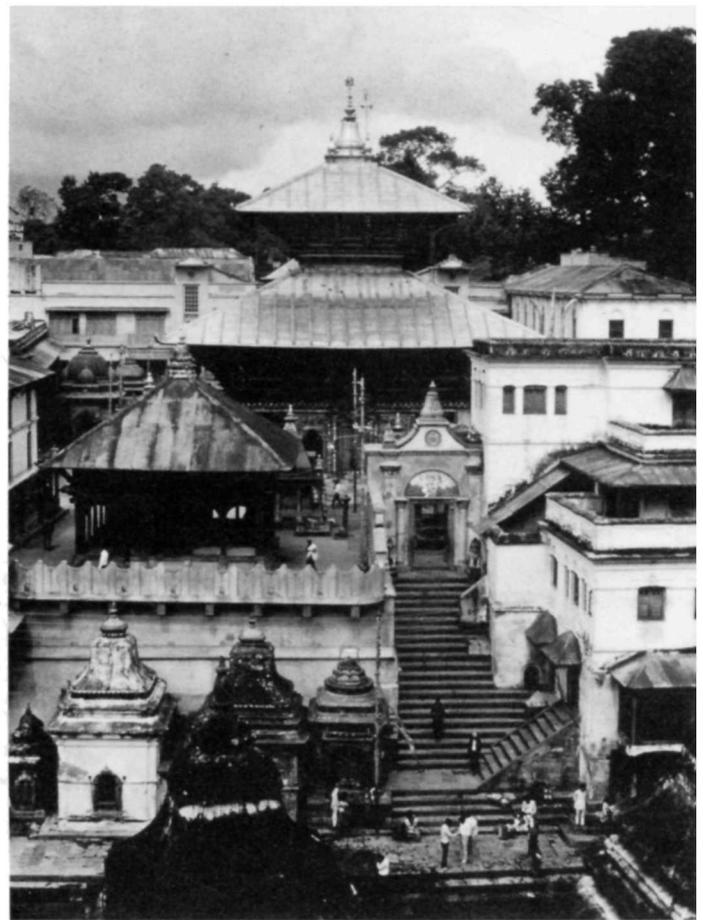
Benefits to the Park Service, and therefore the U.S. government are positive as well. International cooperation and exchange through meetings, conferences, technical assistance programs, and publications provide opportunities for Park Service personnel to learn from representatives of other nations' cultural, scientific, conservation and academic communities. The open exchange of interdisciplinary, as well as international, ideas and techniques of heritage preservation can only help to strengthen our own institutions.

I find it unfortunate, therefore, that in the face of such opportunity and need, the Park Service's international activities remain so limited, with requests for cooperation and assistance from other nations continuing to far exceed the Service's current budgetary or personnel capacity to respond. For a minimal amount of resources and a dedicated staff commitment, the National Park Service could provide the United States with many fine ambassadors to cultivate common heritage links throughout the international community.

It is my sincere hope that the Service, and the Congress that provides its international mandate, will recognize the needs, opportunities, and benefits of a strong international program, and will provide the resources necessary to expand this important effort. Through the U.S. Committee for the World Heritage, which I chair, I therefore have urged Congress to provide the Park Service with \$450,000 for its World Heritage program. A small

amount of money in the greater scheme of things, granted, but a start for the Park Service to help reestablish U.S. leadership in providing direction, assistance, and training for international heritage preservation.

The Park Service has done a good job with its limited mandate to try to breath life into its international heritage mission. But we must recognize that clearly the full challenge has not been met. The need for further international collaboration and cooperation at both the policy and technical levels to contain and eventually reverse degradation of international heritage resources remains critical. Only through a long-term, targeted U.S. program, supported with the best expertise and experience agencies like the National Park Service have to offer, can we succeed in preserving the world's heritage for future generations.



Temple complex at Pasupati on the Bagmati River, Kathmandu Valley, Nepal, a World Heritage listing. Photo by E. A. Connally.

The Honorable Russell E. Train is chairman of the Board of Directors of World Wildlife Fund and The Conservation Foundation. Earlier, he was World Wildlife Fund president, administrator of the U.S. Environmental Protection Agency from 1973-1977, first chairman of the Council on Environmental Quality in the Executive Office of the President from 1970-1972, and Under Secretary of the Department of the Interior from 1969-1970.

INTERPRETING THEIR HERITAGE

THE CHALLENGE OF ENVIRONMENTAL INTERPRETATION IN OTHER CULTURES.

I remember several years ago interviewing some cattle herders in the high summer pastures of eastern Nepal. The expedition of which I was part was attempting to find out how local people saw the relation between the common practice of slash and burn agriculture and soil erosion. Not far from where the herders' goats were browsing, the entire side of a mountain

had broken loose years before during the monsoon rains and slid 3,000 feet into the valley below. It was a graphic example of what happens when vegetative cover is removed from steep and shallow soils.

The oldest of the herders recalled the event. It had occurred exactly 12 years ago, he told us, and although he had not seen it happen, he and everyone within miles had heard the terrible thunder when it slid.

Did he know what had caused such a landslide we asked? The



Seated African making fire with sticks evokes our profoundest respect for the capacity of people to survive.

old man raised his eyes to look backward into time, and wagging his head sideways in the affirmative he proceeded to explain.

"Yes," he said, "I remember clearly. It took place at the very time that in a village just three days walk from here a Hindu girl and a Mohammedan boy were married."

There was no question in his mind what had caused that landslide.

My anecdote is not intended to single out the mountain people of Nepal as less rational than we, nor more superstitious—one would be hard put to find in any major American city a hotel with a thirteenth floor. Rather I wish to point out that what we take for granted about the way we see the world often is not shared nor even understood by other cultures. To recognize these differences is a prerequisite for cross-cultural interpretation.

I recall discussing this with one of the members of a U.S. team that had just returned from an Asian nation where they had been invited to design an interpretive program for a national park. I asked him if they had based their approach on any particular interpretive theme. "Oh, yes," he replied. "We used the theme of the web of life."

He seemed surprised when I asked, not entirely facetiously, whether he or other members of the team had any idea of how local people looked at spiders. And while John Storer, who coined the web of life metaphor in the title of his 1953 book on the American environment, might have been pleased that it was remembered so many years later, it is not an image that is especially appropriate for transfer to interpretive programs in Asia. The wheel of life, on the other hand, might have been more appropriate



Buddhist monk follows a different set of premises from Western science by which to explain the natural world.

in a Hindu or Buddhist cultural context. Apparently nobody thought to raise the question. Most likely it was not a familiar image.

This is not simply an argument for cross-cultural "good manners." It is something far more basic. Indeed, identifying interpretive imagery appropriate to a particular culture, you can put to work traditional or familiar ways of looking that can make the difference between the acceptance or rejection of the ideas you're trying to communicate—especially if they are new or unfamiliar to local people.

Imagine that because of your skills as an interpreter you've been invited by one of the many developing nations of Africa or Asia to help design a national campaign for environmental awareness.

Initially, despite your pre-travel briefing, you will probably find that your mental map of the particular country is completely out of date. At every turn your idea of what to expect will be countered by evidence of rapid and disorienting cultural upheaval.

These changes will manifest themselves in the growing dichotomy between urban and rural peoples, between the very rich and the very poor, between the literate and the illiterate, and especially between the young and the old. Sometimes you will find the sharpest of these divisions among members of the same family. And in those cultures that are still based on ancient hierarchical social patterns, the separations and differences will be even more clearly etched.

In such an environment, traditional cultural values and images are so mixed with the influence of modern technology that the transistor and the warrior's spear may be carried by the same youth—and these days the spear itself may be made in West Germany.

Only a few hours drive from the capital city with its supermarkets and Mercedes, and its regular Tuesday evening television broadcast of Agatha Christie's "Miss Marple," you may find just outside the chain link security fence that isolates a television relay transmitter the grazing cattle of a tribal people whose language contains no word for "nature," who believe that the desert soil is the flesh of a living being and the grasses and shrubs its hair—a people who have not yet learned to see the depth in the flat surface of a photograph and who thus cannot recognize in pictures the most familiar objects of their daily life.

Amidst such a diversity of perceptions, any program of environmental awareness will have to orchestrate an equal diversity of approaches. In the country's major urban areas, in addition to using the media of newspaper, periodicals, radio and television, you may find yourself asking who are the pop-culture heroes. Who are the best known athletes, the favorite rock stars, the T.V. personalities? How can they be enlisted in your campaign to help get young people to take environmental issues seriously?

For the young, music has become an international language through which metaphors and concepts can be introduced and circulated in a matter of days or weeks. Recently in the African country of Zaire the most prominent rock singer, popularly known as Franco, released a hit single that was part of a national campaign to educate young people about the dangers of AIDS.



How do you develop a constituency of support from people who believe that parks are responsible for locking up the very resources they need for their survival?

Perhaps as part of your responsibility you find yourself exploring how to market environmental concepts through commercial interests. Can a soap manufacturer in Quito, Ecuador, see a potential increase in sales by including collecting cards with pictures and information on locally endangered species of wildlife, trees, or plants in each soap packet? How can this interest in card-collecting amongst both young people and adults in many Central and South American countries be tapped to introduce environmental issues of other kinds?

A very different task you will face is trying to reach the rural people—the often illiterate or semi-literate subsistence farmers or nomadic pastoralists. Many of these people will see causal relationships in nature very differently from you. As a result they may contribute to the deterioration of their own environment without understanding their own role. Sometimes because of tradition or necessity they see no other choice of action. In such a world the superimposition of Western environmental values or techniques of education is meaningless.

Before you can develop approaches that may influence perception and possibly lead to changes in behavior, you, as a thoughtful interpreter, will need to find out how they see their own world.

How do they perceive what we call nature? What beliefs do they hold about animals both wild and domesticated? How do they look at the soil, the trees, the grasses? How does their language reveal the way in which they see nature? Is the earth a male or a female? What about the sky and the stars or the rain? Why are the women prohibited from helping with the milking of camels or from handling any of the milking utensils?

Gradually you will begin to piece together a view of the world that is different from anything you have known. And in the process, if you are good at it, you will learn a great deal about yourself

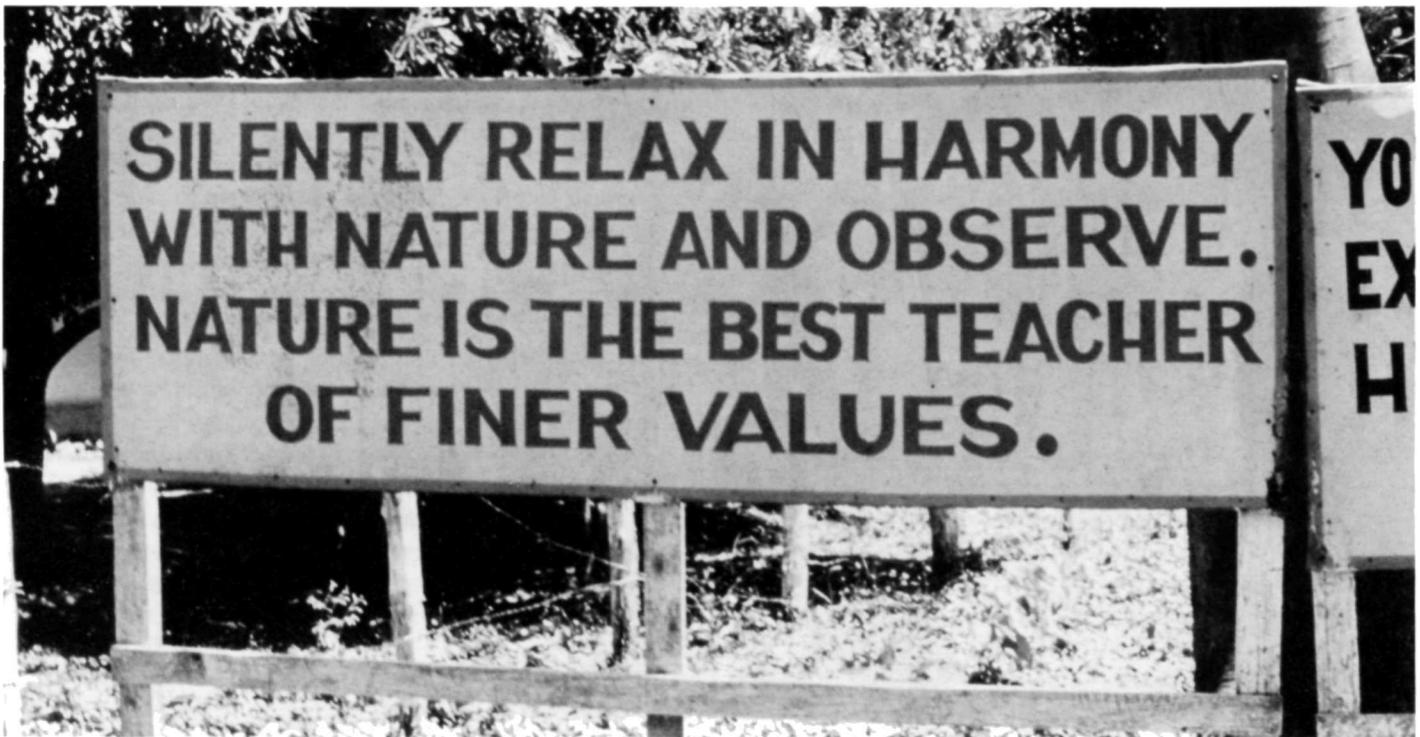
and your own perceptions. Perhaps you will never again think of the word “primitive” as meaning “backward.” Perhaps you will come away with a profound respect for the capacity of humans to adapt to environmental conditions that we would find intolerable, and to do so with their ability to laugh and to love undiminished.

Once you have taken a kind of cultural profile of environmental perceptions, you are faced with deciding on the most appropriate medium for introducing basic environmental concepts to the people—concepts that may help them to better understand their impact on the environment. You consider a slide program or perhaps the use of small-format video. While these can be very effective educational tools, in many remote areas there is no electricity and some environments can have a disastrous impact on sensitive equipment. A more important limitation, however, is that often pre-literate people must be taught first to see meaning in pictures.

You may discover that the people you are working with have a strong aural tradition. If so, then perhaps the most effective and the least expensive way of introducing ecological concepts is through the medium most familiar to them—that of story telling. And if the transistor radio already has become for them an increasingly powerful vehicle for information and entertainment, then you might consider its use in disseminating culturally appropriate “soap operas” on the environment. You may even get a soap company to support their production.

It is more likely, perhaps, that you may find yourself invited by another country to assist in the design of an interpretive plan for a particular national park. You still may encounter many of the same problems.

The exhibit that you prepare for overseas tourists from Japan,



This signboard from Kanha National Park, India, is part of park interpretation—but for whom?

Germany and England will certainly not be appropriate for use with the shifting agriculturalists who live beyond the park's forested buffer zone. The armed forest guards who patrol that boundary every day are feared and resented by the local people, who need both firewood and fodder. How do you begin to build a constituency of support for a national park amongst people who consider that park responsible for locking up the very resources they need for their survival?

In many countries today you will find a rethinking of the definition of parks and protected areas. The Yellowstone concept that has served so well and so long as the model for park development may no longer be appropriate. The poorer nations of the world with growing populations may not believe they can continue to lock up limited and critical resources away from their own people. If natural areas are going to survive in these countries they are going to be areas of multiple use.

In 1985 in the tiny country of Nepal (the combined size of Maine, New Hampshire, Massachusetts and Vermont), a thousand-square-mile area surrounding the majestic peaks of the Annapurna Himal was set aside for protection. More than twenty-five-hundred tourists a year now trek through the area, enjoying the spectacular scenery created by its thirteen peaks towering more than twenty thousand feet. Known as the Annapurna Conservation Area, it is not a national park. Rather it is an experiment that may some day redefine what a Nepalese park might be. Within the boundaries of the area live forty thousand people of the Gerung tribe. In fact they have lived there for hundreds of years, and it is the conservation area that has been created around them.

The land is farmed; firewood is cut and timber harvested. There are villages and temples, schools and clinics. The trekkers from overseas stay the night with Gerung families or in small inns operated by the local people. In short, it is a reinterpretation of those words that appear on the Theodore Roosevelt Memorial archway at the north entrance to Yellowstone Park—"For the Benefit and Enjoyment of the People."

Whether this mountain environment can continue to yield its multiple benefits in the long-term is far from certain. It will depend to a large extent on the success with which the Gerung people can be educated in environmental understanding. Consequently interpretive programs for the Gerung form a critical part of area planning. What a project that would be to work on!

Over the years the National Park Service has taken part in many such cooperative efforts. For the people involved it has been a marvelous opportunity not only to travel or to get to know another people, but more importantly to see their own country from an entirely new perspective, perhaps for the first time. They have returned home with sharpened perceptions of their own skills and a richer appreciation of the importance of parks everywhere. It is a job that requires a special kind of adaptability, along with a willingness to listen and learn. In short it is for everyone. And, certainly, somewhere out in the parks, there are able and thoughtful interpreters who can and should be involved.

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CHALLENGES TO NATIONAL PARKS IN LATIN AMERICA

INTRODUCTION. Latin Americans perceive developed countries as having either an erroneous or a biased attitude toward what is referred to technically as conservation units (strictly protected areas where no direct economic exploitation of the resources is allowed). This has evolved in part because the new wave of experts, always hurrying to make the world aware of their discoveries, find it difficult to understand what is really going on in a continent much more complex in ecological, cultural and social terms than North America. The issue lies in the fact that the recommendations of these individuals are often the basis for decisions affecting the continent they seek to help. In this short paper, some of the major, most dangerous and all too frequent misconceptions about the protected areas of Latin America will be reviewed.

STEPS FORWARD. The first Latin American park was established in 1898, in Mexico. In 1959, only 61 conservation units had been recognized by the IUCN. By 1979, that number had grown to 232. The most recent IUCN list (1985) recognizes 348 conservation units. Today, the number hovers around 500. In addition, there are many areas not so strictly protected—those that fall into categories such as national forests, Indian reserves, protected landscapes or tourism reserves—that are open to some form of direct natural resources exploitation, agriculture being one of those forms of exploitation. Some of these categories were planned to act as buffer zones for the conservation units. Therefore, the magnitude of the effort made in Latin America during the past three decades to establish a system of conservation units is enormous and unique. Of course, such fast growth is not possible without stress.

In general terms, on a national scale, the ecological representativeness of the conservation unit system is good. It is better, however, in countries such as Costa Rica, Peru or the Brazilian Amazon, where conservation units were established late, with better scientific information aiming at conservation for the purpose of biodiversity. It is less adequate in Argentina, Mexico or Brazil (except the Amazon), where parks were conceived mainly for the purpose of increasing tourism fifty years ago. Nevertheless, countries recognize the need to improve the ecological representativeness of ecosystem samples within their territory, as well as the need to improve marine conservation. Brazil, Chile, Argen-



Penguins at Punto Tombo, Argentina, near Peninsula Valdez. Photo by Bill Wendt.



Chile girl, one of the visitors for whom the Latin American conservation units were created. Photo by Bill Wendt.



Pampa Galeras Wildlife Reserve established to protect the vicuna. Photo by Bill Wendt.

tina, Peru and many other countries have detailed official plans to expand their system of conservation units. Lack of funds is the major constraint to achieving this objective.

The recent key development with regard to conservation units is growing public awareness, driven, to a great extent, by the surprising development of environmental, non-governmental organizations. Countries such as Brazil or Argentina have 300 to 500 such organizations, although many are still embryonic. Peru, with only one in 1980, currently has more than 60, of which at least 10 have good or reasonable funding and significant influence. As a consequence of better informed public opinion, the political establishment is being forced to accommodate environmental issues. This is especially noticeable in Brazil, Chile, Ecuador, Peru, Argentina, Mexico, Colombia, and, for a longer time, in Venezuela and Costa Rica. Senators and representatives discuss the subject; political parties are considering it in their programs; well-known politicians defend parks. All these are good signs. Even so, this growing concern still is not reflected in larger budgets for conservation units.

NATIONAL PROBLEMS. What seems so hard to understand for the new wave of international experts on Latin American conservation units is that every problem confronted is a direct consequence of youth. Broadly speaking, Latin America's conservation units face an imbalanced metabolism as a consequence of their fast growth. They are, as the child of the continent, malnourished.

The most critical symptom is the lack of management. Probably as much as eighty percent of the conservation units have serious management problems affecting every one of their objectives, including their own integrity. The permanent dilemma is deciding whether it is more important to manage existing units, thus avoiding the erosion of protected ecosystems, or to establish new ones, preventing the destruction of ecosystems still unprotected. The answer, of course, is that both actions are important and urgent...but money is scarce. The meager budgets allocated to conservation units allow neither adequate staffing nor infrastructure and equipment to carry out most basic functions, including control. Several of the units established during the last two decades do not have formal budget allocation, and their protection depends on funds diverted from other tasks.

Nevertheless, despite what many may believe, Latin American countries are spending one or two orders of magnitude more money in conservation units than all the resources provided by technical cooperation and non-governmental organizations of the developed countries. This assistance is important, as it often is applied to key aspects on which governments have limitations, such as vehicles, boats and other equipment. However, if not based on governmental inputs, these contributions will be meaningless. This fact, in general, is forgotten by the experts. Conservation unit budgets were never good, but are deteriorating due to the economic crisis in Latin America. It is also fair to say that the new positive attitude of the political establishment towards environment is just beginning to convince them to pay the bill of their rhetoric.

As previously mentioned, the national systems of conserva-



Macchu Picchu Cuzeo, Peru. Photo by Bill Wendt.

tion units still require improvement to protect samples of biological diversity. A recent study by the Chilean forest service indicates that 42 percent of that country's vegetal formations are not represented among its 72 conservation units, which protect 18 percent of the national territory. On the other hand, the international experts are sending conflicting signals about what to do to improve the representativeness of the conservation units system. Many, especially those concerned with loss of biodiversity, strongly promote the establishment of more conservation units. Others, such as those defending local populations, consider conservation units already to be in excess and that many should be opened for "sustainable development." Finally, those specializing in parks estimate that so many serious threats already exist that no new park should be established. However, Latin Americans believe that the lack of management for existing units is no argument to postpone the establishment of much needed conservation units.

In Brazil, Argentina and some other countries, the land tenure status of conservation units is a major problem. This is extreme in Brazil. Most is public land not discriminated from surrounding areas, allowing squatters to take advantage. While this problem still is relatively easy to solve, any delay multiplies its seriousness. Another important portion of land in the oldest national parks has been privately owned since before the establishment of these units, and was supposed to be purchased or expropriated by the government decades ago. In such cases, the efficiency of the management plans is almost nil, as landlords are not obliged to comply with park objectives. Therefore, during the last two decades, the lion's share of the parks budget of Brazil was spent in land acquisition. Pitifully, considering high prices for the land and the long legal procedures required, the problem is far from solved.

Many other problems occur in the conservation units of Latin

America. But, except in the case of guerrillas and narco-traffic, all are common to protected areas throughout the world. These problems include lack of management plans or lack of continuity in their application or revision; increasing population pressure around conservation units; excess tourism; proposed developments such as mining, roads, hydroelectric or oil exploitation backed by some politicians; and poaching and extraction of flora and timber.

IMPORTED PROBLEMS. Several new problems affecting Latin American conservation units are imported, often rooted in the perception of the foreign experts. The first is the widespread concept that most problems in conservation units result from the lack of participation of local people. Nobody with common sense will deny the importance of improving the understanding, cooperation and participation of locals to achieve the conservation unit's objectives. All local officers admit the inherent difficulty of practicing biodiversity conservation in places where the poorest rural people are refugees nearby and where their number is burgeoning. But the solutions for rural poverty and lack of equity in the continent are far beyond conservation unit managers and, in any event, the prerequisite to establish good relationships with local communities is management. Therefore, before any local participation can be developed, minimal management requisites are necessary. Currently, on the wave of the fashionable social ecology, this is left behind.

Equally disturbing is the application of the theoretical concept of "sustainable development." All known successes correspond to tribal or local people with low population density and almost no growth; and many of them are not scientifically conclusive. Anyhow, none is globally applicable to the real world. Sustainable development was sold as a panacea also for conservation units. The logic is simple and compelling: if sustainable development permits the conservation of biological diversity and natural processes while maintaining a reasonable quality of life for a growing population, why then can't "old fashioned" national parks be open to local populations to practice it? Why should people wanting and able to practice sustainable development be kept out of parks?

Of course, these proposals result from misconceptions. The sustainable development concept should be applied at a global scale, in which the conservation units without direct exploitation have an important role. For Latin America, the proposal of opening parks for exploitation is absurd, as the region has plenty of wasted or underused agricultural land.

Promotion of "sustainable development" in conservation units is causing serious problems because it profits developers and politicians to argue in favor of exploitation of mineral, energy, forest, or agricultural resources inside conservation units. Local environmentalists, defending the integrity of a park, are being refuted by smart lawyers and politicians who base their case on well-intentioned but naive concepts from the first world.

The exaggerated idea of "paper parks" is also dangerous, first, because it is only half-true. Many recently established conservation units of Latin America are isolated and do not need intensive management. Also, legal protection alone often quite effec-

tively discourages intruders. Second, the more than a thousand threats to parks described in the literature are common to any protected area in the world, as well as to most rural real estate, and usually can be solved through ordinary management practices. Finally, the "paper parks" syndrome is being used as an excuse for opening units to make "sustainable development."

At least seven other misconceptions harm the future development of conservation units in Latin America: (1) "parks as fortifications defended by armed guards"; (2) biosphere reserves as universal solution; (3) acculturated tribal populations as "owner and best defenders" of conservation units; (4) biological isolation theory to demonstrate that protected areas are useless because they do not ensure long term survival of biodiversity; (5) confusing "protected areas" categorization that includes fully disturbed and exploited areas as "protected"; (6) major but generalized mistakes about the real number and size of protected areas; and (7) Latin American parks nonexistent without international "help" provided by "donors." With regard to this last point, it is true that the park service goals would be less ambitious in the absence of external funding, but the situation certainly would be more under control. International cooperation for the conservation of mankind's genetic resources, instead of help and donations, is necessary and welcomed.

WHAT TO DO. There are two clear priorities to improve the situation of Latin American conservation units: the first is to strengthen the management of the existing conservation units or, in other words, their consolidation. The second priority, not to be delayed, is to take advantage of the last available opportunity in mankind's existence to establish new conservation units in little disturbed ecosystems not yet adequately covered by the national systems.

In order to achieve these tasks a lot of economic resources are necessary, essentially increasing every country's allocation of funds and also encouraging debt-for-nature swaps, loans and technical cooperation. The search for funds implies the strength-

ening of public awareness, to convince policy makers to raise the priority of environment in their agenda. This also requires prior institutional funding to local non-governmental organizations, which are promoters of the change.

Achievement of these goals requires some understanding about the real possibilities of Latin America. It took more than a century to build the still imperfect system of United States national parks. The core of the Latin American system is less than 20 years old, and exists in spite of social and economic problems. The critics of Latin American conservation units cannot expect immediate application of the new fashions their fertile minds produce after every hasty visit to the region. To assist the development of a continent is a serious task which requires, above all, knowledge of reality so complex that not even Latin Americans pretend to fully understand it in their own countries. Therefore, long experience and much humility are required to do a good job. And, for the sake of Latin America, many foreign experts applied and still apply these principles, making outstanding contributions.

Latin America is taking major new steps. Brazil and Argentina, among other countries, are ready to increase their foreign debt to consolidate and improve the ecological representativeness of their conservation unit systems. A single project of this kind is several times larger than the total amount of donations made in the history of the continent for the conservation of its biodiversity. But money is not all. A lot of additional efforts from everyone concerned with the environment is required to obtain success in what is probably the most difficult endeavor mankind will confront for the remainder of this century.

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FOR A CHANGE OF SCENE . . .

BIALOWIEZA NATIONAL PARK, POLAND.

You may wonder how a career NPS employee gets an invitation to participate in a foreign assignment. Actually it was easier than you might think. Washington Office managers solicited applications from qualified agency employees registered on the international skills roster. Five senior specialists were selected by a WASO panel.

In the spirit of "Glasnost," team leader Bob Chandler (Olympic NP), Doug Houston (Olympic NP), Warren Hill (Midwest Region), Mietek Kolipinski (Western Region) and I traveled to Poland for a workshop that resulted from an earlier meeting between American, Russian and Polish park officials in 1987; a

two-week visit of American NPS facilities by Polish park officials in October, 1988; and the most recent exchange in late October. Being selected and having the opportunity to participate in this latest evidence of "Glasnost" proved a challenging, rewarding personal and professional experience. The trip and the ensuing workshop allowed me a glimpse of one of the oldest socialist countries in eastern Europe.

Following an almost full day of air travel, the U.S. contingent arrived in Warsaw where we were greeted by three individuals who had traveled to the U.S. just two weeks before—Professor Dr. Zdzislaw Harabin (Ministry of Environmental Protection and Natural Resources), Dr. Zymunt Krzeminski (same affiliation), and Mr. Grzegorz Buczynski (Ministry of Agriculture, Forestry



Significant studies have been made restoring cultural resources damaged during World War II.

and Food Economy). An interpreter who accompanied us during the entire trip also came with the welcoming party. We were then treated to a "light lunch" and a large supper not long after—gastronomic generosity that became a trademark of our stay in Poland.

On our agenda was a tour of the reconstructed Old Town in Warsaw and the nearby Royal Castle, where we observed that the country has made great strides in restoring and reconstructing significant cultural resources damaged or destroyed during World War II. We also visited Kampinos National Park, with its heavily forested areas, rare plant species, and a number of ancient stabilized sand dunes. Located about 20 miles northwest of Warsaw, this park receives heavy visitation from the nearby urban center. The Palmiry Memorial Cemetery, located in the midst of the park, memorializes some 1,100 Polish citizens executed by the Nazis.

The workshop began in earnest at Bialowieza National Park near the Soviet border, an area once owned by the Russian Czar who came there to hunt in the early twentieth century. Although the palatial "hunting lodge" has been destroyed, several extant brick outbuildings are still used by local park employees for offices and housing. A small, ornate Eastern Orthodox church in the adjacent community commemorates local Polish partisans who died during the war as well as those victims of Nazi massacres in Bialowieza. The Russian border was only three miles down the road.

The first day, workshop attendees took a four-hour tour through the park's Strict Preserve. This primeval forest, a remnant of the continental forest that once covered most of Western Europe, can only be toured on foot or by horse-drawn carriage in the company of an authorized guide. While the Polish national parks are principally natural areas, marked by large tracts of commercial forests, we also found cultural resources directly affiliated with and interpreted by each park we visited.

Several days later, when it came time to present workshop papers, I dealt with a number of planning issues, including external threats that affect the American national parks. The Poles were very interested in the concept of a central planning, design, and construction center, and the DSC orientation materials distributed at the workshop were much appreciated. As each paper was presented a lively exchange of information, perceptions, questions, and comments occurred about the park systems in the two countries. Probably the most dramatic revelation dealt with the impact of poor air quality on Poland's parks. Principally those parks located in southern and southwestern Poland have been affected by coal-burning emissions from Czechoslovakia, East Germany, and Poland. Of course the air quality in the cities has been influenced by coal-produced emissions.

Of special interest to me, the paper presented by Dr. Maria Baranowska-Janota described the planning process employed in the Tatra NP "master plan." What I learned about planning is that there is no uniform process or systemwide guideline. Park planning is conducted on a park-by-park basis with assistance from officials in Warsaw. This approach seemingly works but resulting plans do not offer consistent management, development, inter-

pretive or operational alternatives. And as one tours the various parks this lack of a systematic approach is apparent.

The Tatra planning effort reflected a heavy emphasis on public involvement in various forms, and I addressed several questions about the National Park Service's commitment to public involvement in the planning phase. The American delegation received copies of the Polish papers in a translated format, so their contents may be of future value to NPS personnel.

While at Bialowieza the American team visited the Mammalia Research Institute of the Polish Academy of Sciences. Apparently scientific research is conducted principally by the Academy of Sciences, and not directly by the park staff. Adequate funding for scientific research seems to be a recurring problem in Poland's parks.

We also visited the bison pens which contained a number of rare European bison. This cousin of the American bison was almost extinct in the early twentieth century, until officials encouraged its reintroduction in eastern Poland. Ironically during the Nazi era, Herman Goering, one of Hitler's top henchmen, took a personal and active interest in the preservation of the endangered European bison. Besides the penned animals we observed, we learned that approximately 350 free-ranging bison inhabit the Bialowieza region. Another wildlife species was the wild pig, seen unexpectedly as it ran across a road one evening. There are also large numbers of deer and a rare species of horse, the Tarpany.

These and other events were followed by a drive to the historic city of Gdansk (Danzig) on the Baltic. Here, a local historian gave us a brief tour of this beautiful city. We shopped for amber jewelry which was remarkably inexpensive. The official rate of exchange is approximately 500 zlotys per dollar but, while we were there, the openly winked-at street market exchange rate was 2,000 per dollar. We stopped at several retail stores which had abundant displays of merchandise, but the food stores were tiny by U.S. comparison. Rather than the large supermarkets to which we are so accustomed, one has to shop from one specialty store to another. Although 90 percent of the central city was destroyed by military action during World War II, the historic core of the seaport has been reconstructed to an amazingly accurate detail. Our government hosts, some of whom belonged to the Polish Communist Party, made no reference to Lech Welesa, Solidarity, or the Lenin Shipyard in Gdansk. That night the delegation stayed in nearby Slupsk.

One of our last stops in Poland involved a tour of Slovinski National Park on the Baltic Sea, an area with the ambiance of U.S. park sites like Cape Cod, Indiana Dunes or Sleeping Bear Dunes. We walked to the park's highest point which opened up to a stunning view of the coast, then followed this with a short drive to marshy areas with attendant groundwater pollution problems. Travel over forest trails was made via Russian jeep-type vehicles (the primitive condition of these park "roads" reduces the amount of vehicular traffic). We also had the opportunity to tour the park's natural history museum as well as a Skansen featuring a Polish village circa the nineteenth century. The Skansen contains a number of houses, outbuildings (moved from their original



At Slovinski National Park, travel over forest trails was via Russian jeep-style vehicle.

sites), and interpretive displays tastefully and artfully presented in a "village" context. Preservationists in Sweden first developed this concept, but the idea has spread around the world. Several of us agreed that this was one of the better farm village interpretive displays we had visited. The day concluded with a roaring fire next to a German-built lifesaving station, flame-broiled sausages, inspired toasts, and loud singing.

Personally I felt the workshop was a highly successful endeavor for both sides. It was a learning experience that clarified the differences as well as the common bonds between the two park systems. The Polish system depends heavily on revenues from forest products, whereas our bureau is far more preservation-oriented. The park managers we encountered were highly professional, dedicated individuals with advanced academic degrees, usually in the sciences. Common problems such as air quality make it very apparent that the two nations face similar threats. Unlike the diversity of areas managed by the National Park Service, Polish parks are primarily natural areas. That nation's cultural sites come under a separate bureaucratic entity. Although we received no more than a cursory introduction to cultural resources management during our visit, it is apparent that the cultural side has much exciting work on the agenda, such as the initiative in south-central Poland to combine landscape management with significant cultural resources in a new "eco-park." A protocol prepared by the NPS and signed by both sides on the last day of the trip will provide another step in the dialogue begun in 1987, and which should be encouraged and nurtured for mutual benefit to both parties.

Further Reflections on Poland's Parks

The lights of our Mercedes bus gives us glimpses of the Bialoweiza pine and fir forest as we pick our way along an unpaved road in eastern Poland. Our four days . . . have been extremely full. We have had a long day of discussions and an exchange of papers relating to the management of national parks in our two countries. We are provided a late snack at 6 p.m., then . . . step down from the bus in the chilly night air to the sound of hunter's horns . . .

The horn players, dressed in Tyrolean hats, knickers, and long wool socks, continue with their tunes. They are announcements of the killing of a boar, a deer, a bison, or a moose. Each tune when heard through the dense forests urged that others should come to help with the butchering. Another tune was used to call the dogs home at the end of a day if there had been no success. It is a centuries-old ritual being recreated for us in the glow of the firelight, the brilliance of a full moon, and the chill of the late October air. We eat again! A hunter's stew of sauerkraut and meat, and frequent toasts of vodka add to the warm feelings generated by the exchange of viewpoints in the last several days. As the large logs are reduced to coals, and revelry turns to quiet conversation, we each are impressed more with our similarities than with our differences.

Therein lies the value of these international exchanges. Those artificial boundaries, lines we draw on maps, somehow seem less important now. We have come one-third of the way around the world to share ideas. Each can learn from the other. We know all too well from our experiences here that there is only one biosphere and that we are only tenants.

Warren H. Hill
ARD Operations, MWR

Ron Johnson works at the Denver Service Center on the Central Team as a planner.

CROSSING BOUNDARIES

When Tom Thomas was a child, he never once visited the national parks. Raised on an Ohio farm during the Great Depression, he remembers pronouncing Yosemite “Yo’s might” in school, and being corrected, never dreaming that he would later work there. He never dreamed, either, that he would go on to serve the Park Service for 34 distinguished and satisfying years as an interpreter, training officer, and international education specialist before retiring from the Washington Office of International Affairs.

But perhaps Tom was subconsciously training for his work on the international scene from the start. Ever since the age of five, he wanted to be a school teacher. He traces his first teaching experience back to the fifth grade, when as a “teacher’s helper” he gave instruction in English to German-speaking Pennsylvania Dutch schoolmates. As an adult, he enthusiastically taught hands-on science by taking his students to the Muskingum Watershed dams along Ohio’s Tuscarawas River to plant trees and conduct research projects. Perceiving Tom’s potential talents with the public, a friend suggested he try summertime work in the parks.

Intrigued, this self-proclaimed “country boy” secured a job as a seasonal park naturalist at National Capital Parks in Washington, DC, in 1950, where he lived in a room on New Jersey Avenue, two blocks from the Capitol, and greatly enjoyed riding the street cars across town. The Park Service drew him back every year after that for the next ten years, seven of those years coming with wife Helen, a music teacher. Tom and Helen finally decided to become a permanent part of the NPS because, as Tom explains, “We both realized that what we were doing was kind of unfair to our school boards. We were spending nine months teaching, but dreaming all the while of summer in the park.”

So began Tom’s full-time work as an interpreter, which took him from the position of naturalist at Shenandoah to district naturalist at Yosemite, to the training staff at Albright Training Center, to chief park naturalist at Rocky Mountain, to superintendent of Mather Training Center, to chief training officer back in

Washington, DC. Characteristic of his interpretive training, he describes his experiences by vividly and enthusiastically painting pictures with words. Characteristic of his personality, he speaks modestly of his accomplishments, and has a knack for perceiving, appreciating, and making known others’ accomplishments more than his own. Over the years, Tom says he learned that “no matter where you go or what you do, there’s always someone who knows more about the topic at hand than you do. You should try to find those people and let them help you, and you get smarter and so do they.”

Tom was introduced to this phenomenon early in his Park Service career. When he started work at Shenandoah, he found himself automatically prepared, because the plants and geology were familiar to him. But at Yosemite, he was assigned to the Toulumne Meadows area, where, to his consternation, he says, “I knew nothing, absolutely nothing. And yet people were coming and camping and there weren’t any seasonals.”

One night, Tom gave a campfire program on the history of the national parks (“I was familiar with that subject, at least,” he chuckles). Afterwards, a young man’s earnest question about the relative merits of the Kelty and Himalaya backpacks, which Tom had never heard of, spurred him to a sudden realization. The weather was snowy and very cold, not ideal tourist conditions, but these people were not ordinary tourists either: they were extremely knowledgeable members of the Sierra Club. Tom tackled the Kelty vs. Himalaya question by telling them quite simply that 1) it was apparent to him that every one of them knew more about Yosemite NP than he did; 2) that he didn’t know which backpack he preferred, because he had never used either one of them; and 3) that they could help him very much by letting him join them on their hikes for the next few days so he could help other visitors, preferably those from back east. Tom is still close friends with the four hardy hikers who taught him everything they knew about Yosemite.

Tom says that making the jump into the international sphere,



One of Tom Thomas’ greatest desires was to ride an elephant. Here he happily has his chance. Photos by Mike Watson.

which has taken him to Germany, Thailand, Mexico, Indonesia, India, Sri Lanka, Venezuela, and Costa Rica, was “a weird situation.” Once again, it was a colleague who suggested a new challenge. Rob Milne, chief of the office of International Affairs, decided Tom was the best qualified to run NPS’ International Seminars on National Parks, headquartered at the University of Michigan. During the next seven years, this program brought together nearly 300 of the world’s leading national park and conservation officials to learn innovative techniques for managing protected areas through study and visits to national parks. Contentedly working as chief training officer in Washington, Tom said, “No, I don’t want to do that.” Rob firmly but gently rejoined, “Yes, you do want to do that.”

According to Ross Tocher, Professor Emeritus, University of Michigan, and avid supporter and staff person at the Seminar, Tom, each year, was “the person primarily responsible for the health, happiness, and safety of some 40 participants,” so “each seminar was a test of his skill in avoiding unexpected disaster.” One test materialized in Jasper National Park, Canada. A mother grizzly bear’s cub got caught temporarily in a trap set near participants’ bunk houses. For several hours, the infuriated bear tore boards off the sides of the buildings, uprooted aspen trees, and sent terror into the hearts of seminar participants until rangers successfully released the cub.

Then there were language problems to cope with. At Hawaii NP’s visitor center, Tom briefed participants on the wonders of the Hawaiian flightless goose, the “Neh-Neh.” After describing the bird’s “beautiful form,” he spoke of “the excitement they would feel if they were fortunate enough to see one in the wild,” at which point the native Hawaiian park employees burst into fits of uncontrollable laughter. Tom had mispronounced the name of the flightless goose (Ne-Ne) and inadvertently substituted the Hawaiian word for “woman’s breasts.”

Even if he has trouble with pronunciation, Tom does have a facility with words. International work requires empathy, and an ability to identify and respect mutual differences. Tom describes this as “taking people by the hand, looking them in the eye, understanding their culture, and helping them as they help you.” Thus, in Sri Lanka, where he and Mike Watson worked together to help train park personnel in interpretive techniques, the two of them managed to tailor their teaching approach to balance the Sri Lankans’ more formal lecture style with their own more par-

ticipatory approach. They learned that in Indian and Sri Lanka, people are willing to sit and listen for hours and hours without interruption. All they require are two breaks, at 10 o’clock and 2 o’clock, for tea.

The International Seminars Tom directed were expressly apolitical, although occasionally, he had to cope with animosity between participants whose home governments were hostile to one another. When one foreign cabinet minister, who objected to the presence of another cabinet minister, repeatedly asked Tom if he could “make a political statement,” Tom replied that the International Seminar was not a political program. On the last night, at the final banquet for the participants, however, Tom gave the man his opportunity. Aware of the bonds that had developed among the participants, Tom said, “Now you can make your political statement.” The minister stood up, looked his fellow participant in the eye, apologized for the way he had treated him, and expressed his desire to exchange visas with his former adversary. For Tom, this was a large part of what made the seminars rewarding: “You brought people together who at first wouldn’t speak to one another, and yet, by the last night, it was always an absolutely tearful farewell.”

I asked Tom if, in retrospect, he could articulate any personal philosophy that might be helpful to those who came after him. He told me the “old, old NPS story” of the ranger who was giving a campfire presentation when a visitor asked him to identify a beautiful constellation that shone in the night sky. The ranger replied that he didn’t know the constellation, but then he didn’t have to, because it was beyond the boundaries of the park. Tom shook his head in emphatic disagreement with that legendary ranger.

After all, crossing boundaries—physical, emotional, and cultural—is what Tom’s career with the National Park Service has been all about.

Ruth Flanagan was an intern with the Office of International Affairs, where she translated a 1,000-page manual for protected area managers from Spanish into English, under the supervision of Bill Wendt, Western Hemisphere Coordinator. Starting in June, she will be enrolled at the University of Michigan, working toward a master’s degree in environmental management, planning, and policy.



A SHARED LEARNING EXPERIENCE



Neymar meets the gator.

In September 1987, the environmental education staff at Everglades NP was down to the bare bones. Staff transfers were the culprit. Naturally it was the busiest time of year. We were in the process of planning a series of teacher workshops, plus one new major teacher training initiative. That's when the call came in from the International Affairs Office in Washington, DC. They offered us three weeks of free volunteer time in the form of an International Affairs intern. That is how we found out about the program and how we learned of one energetic, young Brazilian lady named Neymar Lima.

Opportunity knocked and we at Everglades opened the door—I might add, cautiously. Help when we needed it and with only a few strings attached sounded too good to refuse. All we had to do was provide Neymar with a chance to learn about working for the National Park Service and give her educational opportunities in the field of environmental education. These requirements were a piece of cake.

I met Neymar Lima in the northern district of Everglades NP, during the peak of mosquito season. I started to worry about this free deal as we greeted each other in my broken Spanish and her broken English. I wondered what I'd gotten myself into when I tried to unload her 200-pound suitcase from the trunk of the car. I couldn't do it! I was embarrassed to ask this small sprite of a girl if she could help. She couldn't have possibly put that suitcase in the trunk, much less have carried it. She didn't look like she weighed 100 pounds. To my surprise she lifted the suitcase with little struggle all by herself. Little did I know this was the first of many new lessons that were to come from knowing Neymar.

FIRST LESSON: NEVER MAKE SNAP JUDGEMENTS.

We were off and running. We arrived at Neymar's housing unit 20 miles from Shark Valley (her work site) only to find that she had not been told to bring sheets, cooking utensils and the things you *need* for NPS seasonal housing. We somehow managed to scrape together enough supplies for one night's survival.

SECOND LESSON: NEVER QUESTION THE ADAPTABILITY OF ONE NEYMAR LIMA.

The following morning we departed bright and early for park headquarters some fifty miles from our duty station. On the drive down we passed fruit orchards and vegetable farms. Neymar and I talked about the plants she recognized from her native Brazil. This started off what was to become numerous, lively conversations about the things our countries had in common. Our conversations were comical to listen to, filled as they were with statements like: "I don't understand," "What did you say?," and "How do you say it in English/Portugese?"

THIRD LESSON: THERE IS NO SUCH THING AS A LANGUAGE BARRIER WHEN YOU REALLY WANT TO COMMUNICATE.

Foreign Volunteers in the Parks

At Headquarters she was introduced to other park staffers, then shown her projects. I was anxious about losing valuable time at this point, so Neymar was to help me with preparation and presentation of several workshops—an ambitious endeavor for even an old-time Everglades employee. With some trepidation we began our task. I was amazed at how fast Neymar picked up on what was to be done.

We worked hard and fast towards our goal, late hours each night. She never complained. Sometimes it was hard to get her to stop working. I even had to convince her to quit for the day. One of those evenings after work, we decided to walk on one of the many park trails. I will never forget her uncontrolled enthusiasm at the sight of her first alligator. She couldn't stop looking at it or, for that matter, taking pictures of it. Neymar renewed my sense of wonder and I will never forget that shared experience.

FOURTH LESSON: NEVER TAKE YOUR PARK'S RESOURCES FOR GRANTED.

Several days later our sense of wonder was awakened again as the park prepared for an approaching hurricane. We found ourselves detoured from our original task, enlisted to board up windows, wrap books, and organize food and water supplies for the impending storm. During this mass mobilization, someone told me Neymar appeared upset by the threatening storm. I was worried once again—had I made a mistake after all?

I knew hurricanes had hit her homeland before, so I was really puzzled by her concern. We talked. I told her what I had heard, and asked if she wished to leave the area due to the storm. I was very serious.

Neymar started laughing and then couldn't stop. She soon filled me in on the joke. She had been misinterpreted, again. She was upset because the storm might cancel one of the teacher workshops she had come to see: nothing was to get in this lady's way of working and learning.

The storm missed us. The teacher workshops were a grand success, in large part due to Neymar. A harder worker could not have been found. She had learned the wonders of the Everglades by travelling on foot as well as on motor and airboat, swamp buggy and tram.

Neymar worked, learned and shared herself with all of us at Everglades. She fulfilled her commitment as an intern with International Affairs and as an Everglades NP volunteer. She left behind completed projects and many new friends. Most of all, unknowingly, Neymar instilled in me a new sense of pride in this country, in the National Park Service and in Everglades. She renewed, in a very real way, my sense of wonder.

FIFTH LESSON: WHEN OPPORTUNITY KNOCKS, OPEN THE DOOR!

A native Miamian, interpreter Sandy Dayoff has worked 17 years with the Park Service, holding a variety of positions, all at Everglades NP. She was the third person to receive the Freeman Tilden Award (1984).

A successful volunteer-in-parks (VIP) program benefits both the park and the volunteer. When the volunteer is a citizen of another country, what they learn on the job here may improve their effectiveness at home. They contribute their expertise to help us at a time when it is often needed. In the process, both sides gain in cross-cultural skills and a deeper understanding of the world's natural heritage we share. The national park system in America has evolved working conservation models that can be and have been adapted for use in other areas of the world. The National Park Service may not be able to use appropriated funds to pay the salary of non-citizens, but payment of travel, per diem and a stipend for living expenses is possible for foreign VIPs. And of course there are the conservation principles they learn on the job and then take back with them.

Neymar Lima is a forestry graduate from the Federal Rural University of Pernambuco in Northeastern Brazil and was working in the Tapacura Ecological Station in environmental education. The Office of International Affairs set up a four-month VIP program that took her to Everglades, Big Bend, and Zion NPs, plus Lake Mead NRA. On her own, she visited Grand Canyon and Channel Islands NPs. An initial payoff for us was having her available last Fall to help coordinate a five-week "Training for Trainers Workshop" conducted in the Portuguese language for 18 Brazilians, 15 Portuguese, and 3 Africans. The course was a success thanks to coordinators like Neymar, and the training materials produced will contribute significantly to more effectively managing tropical rainforests in the Amazon basin and Africa.

Several years ago as Japanese visitation to parks in this country increased, the Japanese National Park Service provided NPS with a Japanese park ranger duty stationed as a VIP at Grand Canyon NP. Among the mutual benefits was a year of training opportunities in the United States and a significant boost in the Service's ability to more effectively understand and communicate with park visitors from Japan.

Yet another participant was Alejandro Caparros who took a leave of absence from his job as a park ranger in Puerto Blest in Nahuel Huapi National Park in the Patagonia of Argentina. He participated in a "Protected Area Management Course" in Saltillo, Mexico, and Big Bend NP, then worked in Guadalupe Mountains and Glacier NPs.

These three individuals are only representative of the fine effort being made by people like Sandy Dayhoff, Phil Koepp, Mickey Hellickson, Ramon Olivas, Jim Bellamy, Greg Kroll and others involved in foreign VIP programs throughout the park system.

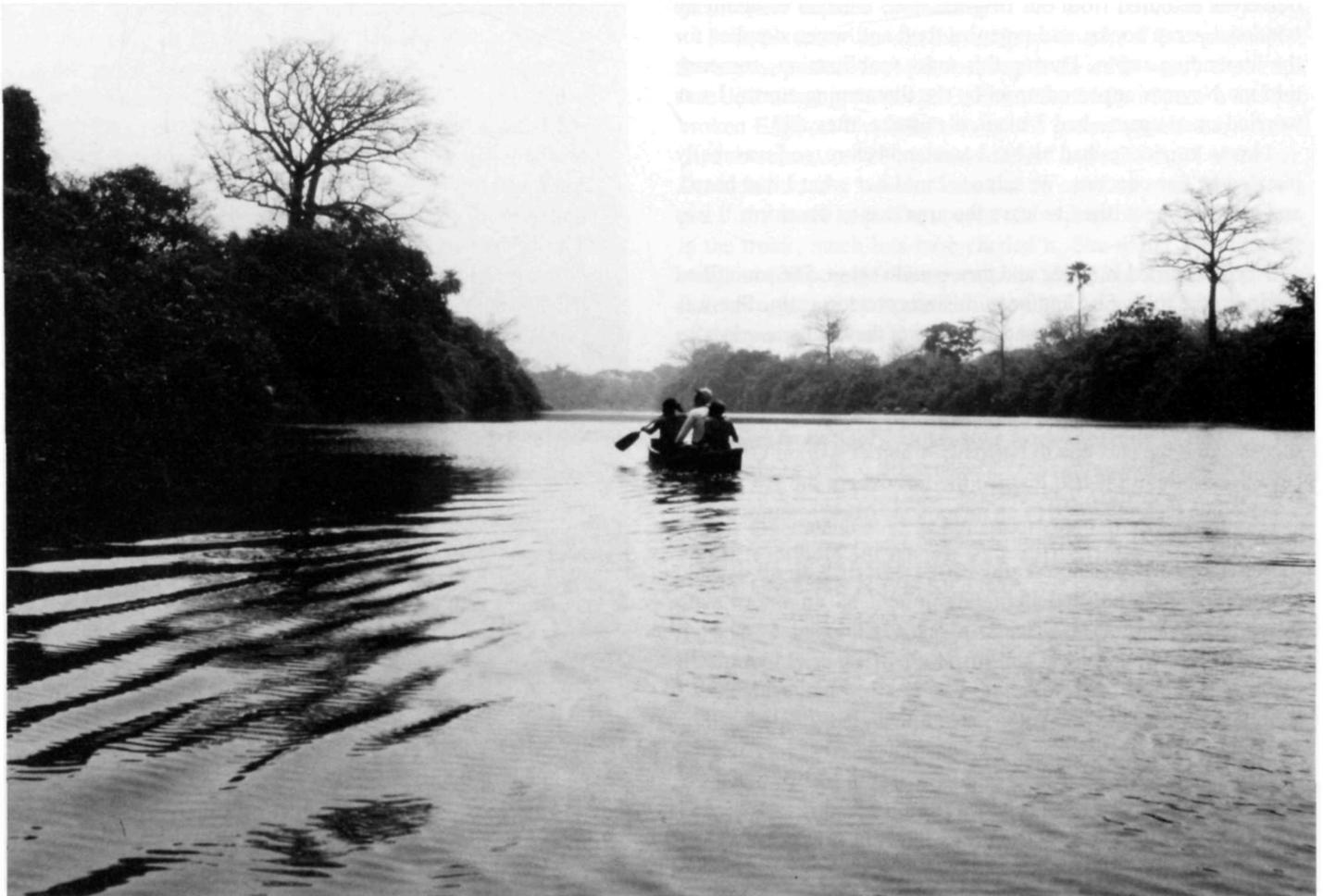
NPS INTERNATIONAL EXPRESS

OPPORTUNITIES WITH PEACE CORPS.

The ranger paddles the canoe down the placid river, threading between tall, overhanging trees. The late afternoon sun dapples the rocky outcrops with patchy shade, providing welcome relief from the hot February sun. Droning insects and squawking birds disturbed by the movement of the animals along the shore are the only intrusions in an otherwise tranquil setting. Drifting around yet another bend in the river, the patrol is interrupted by white water ahead—not rapids but a small herd of hippos, bobbing and blowing as they cross the Caba River to a favored feeding area.

The setting described above is not at Everglades NP nor a safari

ride at an amusement park; it is a scene from newly established Outamba-Kilimi NP, hidden away in the northeast corner of the West African nation of Sierra Leone. The ranger in this instance, John Waugh, a former NPS seasonal employee, was working as a volunteer in the U.S. Peace Corps, serving a two-year assignment to assist the Government of Sierra Leone in developing a general management plan for the fledgling park and establishing a national conservation society. Part of a worldwide effort to enhance conservation of natural resources, the NPS and the Peace Corps have joined efforts to export what each agency does well. The Peace Corps has provided technical assistance in various fields



Canoists on Kaba River, Outamba-Kilimi National Park, Sierra Leone. Photo by W. R. Supernaugh.



Access to Sierra Leone's Outamba-Kilimi National Park is not easy in the best of times. Photo by W. R. Supernaugh.

to developing nations since its inception in 1961. The NPS, long recognized as a pioneer in the management of natural preserves, has teamed up with Peace Corps to bring the message of environmental education and park management to growing conservation movements in Africa, Latin America and Asia.

A formal agreement between the two agencies, initiated in 1978 and strengthened in 1986 on the 25th anniversary of the Peace Corps, states, among other objectives, that . . . "NPS will cooperate with Peace Corps in the recruitment of qualified volunteers for park development, wildlife management and environmental education related job assignments. NPS recognizes Peace Corps as a legitimate use of short term details and sabbatical leaves for NPS staff . . ." This has brought numerous benefits to both agencies. Peace Corps and host country counterparts have received a number of NPS-trained resource managers, parks and wildlife professionals, interpreters, biologists and historians for its various programs throughout the developing world. NPS employees who serve for short-term (2-4 weeks) or long-term assignments in the Peace Corps return home with enhanced technical skills, a proven work record, a new understanding of another culture, opportunities for personal development through volunteer activities and even a second language. NPS candidates for short-term assignments are identified through the International Skills Roster.

Current efforts to jointly pursue international conservation objectives also include the use of NPS managers, field staff and facilities to conduct portions of the intensive Stateside Training provided many Peace Corps volunteers being posted to a host country program. Peace Corps volunteers assigned to work with national park projects in Liberia and Morocco worked with the Mid-Atlantic Regional Office resource managers beforehand to gain insight into park system management and resource planning. They also had hands-on field time in areas which offered a chance to see "parallel" programs or those similar to the ones volunteers

would be involved with "over there." These experiences took place at Delaware Water Gap, Zion, Assateague, Shenandoah, Cape Hatteras, Cumberland Island, Carlsbad Caverns, and, most recently, Mammoth Cave. Most recently, the Southwest and Southeast Regions provided historical and interpretive assistance to the Peace Corps in Sierra Leone.

The natural resources sector of Peace Corps currently has approximately 560 volunteers working in parks and wildlife management, environmental education, agroforestry and community forestry. There are volunteers in forty-five countries serving with government ministries, non-governmental organizations and private voluntary groups. The number of requests for park, wildlife and environmental education professionals grows exponentially each year.

The newest Peace Corps initiative in the natural resource sector is environmental education and awareness. Recently Peace Corps volunteers and their host country national counterparts from fourteen African countries participated in a continent-wide environmental education workshop in Tanzania. The participants shared experiences of conservation projects in their own countries, discussed with experts new ways to get the environmental message across to the public, and visited examples of successful conservation education strategies. An environmental education programming workshop for Peace Corps Program Managers of Natural Resources and Education in the Latin American region was held in Belize in late June. The workshop undoubtedly will lead to more environmental awareness projects and more requests for NPS specialists to train volunteers in the area of environmental education.

A request from the Government of Sierra Leone to the Peace Corps for an operations evaluation of their park program provided Southwest Associate RD (Park Operations) Rick Smith and NPS agency representative (Federal Law Enforcement Training



Kaba Camp operates from a solar powered electrical generating system. Panels such as this charge batteries used to power light appliances in staff and administrative buildings. Photo by W. R. Supernaugh.



Park superintendent in the field beside a small termite mound, Outamba-Kilimi National Park. Photo by W. R. Supernaugh.

Center) Bill Supernaugh the unparalleled opportunity to visit that country and review the program. They identified staffing and funding needs for a preliminary assistance grant the World Wildlife Fund had under consideration.

Out of this visit also came a proposed budget for the park, staffing recommendations, a review of management objectives and some suggestions for dealing with problems similar to those of our own U.S. parks: tourism pressure, wildlife exploitation, and mineral impacts. In addition, at their recommendation, the Peace Corps agreed to seek volunteers with broader, park-based experience to better assist the Ministry and the in-country counterparts with specific solutions to age-old problems of park management. Through active recruiting efforts, two seasonal national park rangers, John Waugh and Dan Huffman, were placed as the first park management professionals in Sierra Leone's conservation history. Since the initial placement of these two volunteers, the program has grown to six volunteers, four of whom are former NPS seasonal employees.

With experience gained from the design of the Sierra Leone project, Peace Corps recruited for volunteers for a parks and wildlife initiative requested by Morocco, and gained Pete Dalton and Rob Shanks, experienced seasonal NPS employees, in the process. Currently, a number of additional, park-related opportunities are developing in countries such as Malawi (where NARO Chief of Resources Management and Visitor Protection J.T. Reynolds and former Lake Mead NRA Assistant Chief Ranger Dave McClean conducted a water safety and first aid workshop that resulted in three lives being saved within 45 days of the training), Belize, Paraguay, Honduras, Burundi and Thailand—only a few of the 32 countries where Peace Corps has park-related programs.

The Peace Corps also offers fantastic opportunities for retired NPS personnel, thanks to the NPS-Peace Corps agreement. The associate volunteer program offers shorter term assignments, anywhere from six to eighteen months, with the average assignment being one year, for seasoned professionals. Park managers can be sent to write management plans for protected areas or act as experts for short-term consultations to host country governments.

A growing list of NPS employees and spouses—both seasonal and permanent—have indicated a readiness to take on this unique opportunity to make a significant contribution to the worldwide conservation of natural resources. The benefits are many, as any returned Peace Corps volunteer will tell you. In addition to the personal growth and the development of marketable skills, returning volunteers earn a year of non-competitive federal placement rights, thus easing the path into permanent federal employment. Perhaps this or one of the other advantages of the NPS/Peace Corps agreement will entice you to volunteer in a country where the white waters on the river are not rapids but a hippo traffic jam!

For more information on the NPS/Peace Corps agreement, contact George Mahaffey or Dave Reynolds, NPS liaisons to Peace Corps, at (202) 254-8400 or 1-800-424-8580 (ext. 228 or 229).

Bill Supernaugh is the NPS agency representative at the Federal Law Enforcement Training Center in Georgia. George Mahaffey serves as the NPS liaison to the Peace Corps. Kathy Moser assists in that process.

FOCUS ON SERENDIP

Sri Lanka—a tropical, West Virginia-sized island situated off the southern tip of India, historically known as serendip—this little island is now concluding a five-year involvement with the National Park Service that grew out of the largest drainage development project in Asia.

The Accelerated Mahaweli Program was designed to boost agricultural productivity, increase hydropower capacity, and redistribute population to less developed lands in Sri Lanka. Four major dams and complex irrigation infrastructure totally changed the character of the Mahaweli River basin, Sri Lanka's largest drainage system. Anticipating the enormous environmental impact, the Sri Lankan government established the Mahaweli Environmental Program, funded in part by the United States Agency for International Development (USAID), already part of a consortium of foreign donors supporting the development project.

The cornerstone of the environmental effort was the placement of approximately 45 percent of the Mahaweli drainage in protected area status. Within these undeveloped lands, four national parks, two nature reserves and one sanctuary have or will be established. A jungle corridor connecting two parks is under discussion. The magnitude of this environmental sensitivity and response must be viewed as one of the most significant elements of the entire project.

The responsibility for protecting and managing the newly established areas was given to the Department of Wildlife Conservation. Through Sri Lanka has a long and admirable history of wildlife conservation, the department lacked the institutional capability to quickly assume the many new challenges associated with protecting and developing a now nearly doubled protected area system.

During the five-year period of NPS/Sri Lankan involvement



Mahaweli irrigation structure. Photo by Dave Morris.

(paid for by USAID), employee development, environmental education, planning and design, resource management, and management policy needs have been addressed. Among the more notable joint products are a series of planning and design documents, a draft national policy statement for parks and wildlife conservation, a long-term employee development plan, and a comprehensive elephant management and conservation strategy. These tangible reports were conceived and written jointly between U.S. and Sri Lankan staffs. In addition to activities within the country, sixteen Sri Lankans from a variety of disciplines and professional positions received training in the United States.

This brief overview is much tidier than the reality. Enormous demands have been placed on the Ministry of State and Department of Wildlife Conservation. An organization which matured gradually, and has left a legacy of inestimable value, was asked to make a quantum leap in protected area management capabilities. New, university-trained staff were superimposed on an established organization long on field experience but limited in formal academic training. A variety of protected area management concepts, many originating in foreign cultures, were introduced, one hopes, with sensitivity to Sri Lankan values and traditions. In short, Sri Lanka is trying to accomplish in a few years what has taken other countries decades to do. Internal tensions and delays were inevitable. Good intentions were sometimes frustrated. Modifications in organizational structure and scheduled accomplishments became necessary.

But there is reason for optimism. As this is written, long term organizational needs have been addressed; much needed infrastructure is being constructed in newly established areas; research projects are underway to guide future management decisions; trained staff are assuming new responsibilities. While formidable obstacles remain, a promising momentum has developed.

It will be several years before the National Park Service's contribution to this process can be reasonably assessed. The Service offered the collective wealth of its experience. Alternative strategies were discussed. Recommendations were made in a variety of formats, and remain as a record of Service involvement. However, very properly, the future character of Sri Lanka's protected areas are in Sri Lankan hands, as NPS recommendations are sifted and weighed in the context of local needs. If, through providing forums for self-discovery, or by simply posing timely questions, the Service helped Sri Lanka gain a clearer vision of the future character of their protected areas, these efforts will have been justified.

Dave Morris is the assistant superintendent of Canyonlands NP. Prior to this assignment, he served a year in Sri Lanka as the on-site project manager for the NPS/Sri Lankan environmental program. Dave also served as a mid-career Peace Corps volunteer in Malawi where he was in charge of preparing park master plans for that nation.

Foreign Travel, Take 1—The Skills Roster

Vern: "Hey Laurel, have you heard the latest on foreign travel?"

Laurel: "No, what's up?"

Vern: "Only people who've filled out a Skills Roster form will be considered for foreign assignments. Just think—you can use your skills and travel too."

Laurel: "What's a Skills Roster? I bet it's hard to fill out."

Vern: "Any time a foreign assignment comes up the Office of International Affairs asks the Personnel Office to search the roster applications for the kind of qualities the assignment requires. Out pop the answers—names that are taken off a code sheet where applicants have entered pertinent personal history like address and phone number, special interest areas, and languages spoken. It took me only a half hour to fill out mine."

Laurel: "That sounds great, but I thought only people in WASO went on foreign assignments."

Vern: "Not any more. WASO travel has decreased by 20 percent since FY87. More regional travel is occurring all the time. I also heard there's more first-time travelers going abroad to fill assignments. And it's all because of the skills roster."

Laurel: "Then I better fill mine out. Where can I get one?"

Vern: "You're in luck. There's a copy in this issue of the *Courier*. When you fill it out, be sure to mail it to the WASO personnel office, along with a copy of your resume or your SF171. Don't send your completed form to the Office of International Affairs. But if you've got questions, be sure to call them at 202/343-7063 or FTS 343-7063. Good luck. Bon chance. Buena suerte! Boa sorte! Believe me—the benefits are well worth the time it takes to get your package in order and get it in the mail."

**INTERNATIONAL SKILL ROSTER
CODE SHEET**

(See reverse side for instruction for sections C through G)

Name _____ Social Security Number _____ Date of Birth _____
 Current Position and Grade/Step _____ Do you have a passport? _____ Yes _____ No
 Do you have an official passport? _____ Yes _____ No

Work Address _____ Region _____ Work Phone _____
 Home Address _____ Home Phone _____

[A] STATUS (Check one): C - NPS Career (Active) _____ [B] EXPERIENCE EQUIVALENCE (Check one): 1) GS 13 or above _____
 R - NPS Career (Retired) _____ 2) GS 11 - 12 _____
 S - NPS Seasonal _____ 3) GS 5 - 10 _____

Date of Resume _____ Date of Code Sheet _____

Name of Nearest Relative: _____

Address: _____ Phone: _____

[C] GEN				
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[D] TECH							
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[E] LANG & Numerical Rating	[F] OVERSEAS EXPERIENCE				[G] EDUCATION		
	REG	COUN	TIME	TYPE	DEG	YEAR	FIELD
Spanish							
French							
Portuguese							
Other Languages: Spell out and insert numerical rating							

COMMENTS:

**Please send this form and a copy of your resume to: National Park Service, Branch of Employee Evaluation and Staffing,
Room 2215, ATTN: International Skill Roster, P.O. Box 37127, Washington, DC 20013-7127**

BOX C – GENERAL PROFILE

Identify (up to four) your best main skills and list them in order of strength.

OPER: Operational – Practical work – Execution – Application (i.e., work as a park ranger)
PROJ: Project Development – Programming – Project Planning
RESH: Research – Investigation – Experimentation
SUPR: Supervision – Administration – Policy (i.e., leadership role)

TRNG: Technical Training – Applied Training
UNIV: University Instruction (professor)
COMM: Written Communication – Media – Translation (i.e., have edited many publications)
PSPK: Public Speaking – Oral Translation

BOX D – TECHNICAL SPECIALITY

Select up to six technical specialities which you can work independently in or are capable of teaching.

ADMIN: Administration (Procurement and Staffing)
ANTH: Anthropology
ARAE: Archaeology
COAS: Coastal Zone/Wetlands Mgmt.
COOP: Cooperative Association
COMM: Community Relations
CONC: Concessions Management
DISR: Disaster Assistance
ECOL: Ecology
ENGC: Engineering (Civil)
ENGO: Engineering (Other)
ENVE: Environmental Education

EXHIB: Exhibit Specialist
FIRE: Fire Management & Control
GORV: Forestry
GRAP: Graphics (Photography/ Illustration)
HISA: Historic Architecture
HISP: Historic Preservation
HYDR: Hydrology/Water Resources
INTL: International Relations/Affairs
INTE: Interpretation/Natural History
LAND: Land Use Assessment/Planning
LAW: Law Enforcement
LARC: Landscape Architect
MABU: Maintenance – Building & Utilities
MART: Maintenance – Roads and Trails
MAVE: Maintenance – Vehicles and Equipment
MUSE: Museum Curator

NARS: Natural Resources
POLY: Policy and Institutions
PLNG: Park Planning
PMGT: Park/Protected Area Mgmt
PUBL: Publications Layout & Design
RNGR: Ranger – Protection – General Management
RECR: Recreation
SARR: Search and Rescue
SITE: Site Development
SOCL: Social Studies
TOUR: Tourism
VEGM: Vegetation Management
WASH: Watershed Management/Soil Conservation
WILD: Fish & Wildlife Management
WRIT: Writing and Editing Publications
ZOO: Zoology

BOX E – LANGUAGE SKILL LEVEL

Insert numerical rating. For languages not listed, simply spell out in the bottom two rows and note your numerical rating.

1.0 = Slight (survival)
1.5 = Slight (fair)
2.0 = Fair (casual)
2.5 = Fair (good)

3.0 = Good (functional at professional level)
3.5 = Good (excellent)
4.0 = Excellent
5.0 = Native Speaker

BOX F – OVERSEAS EXPERIENCE

The Overseas Experience Box is made up of four sections: geographic region of the world (REG), country (COUN), amount of time (TIME), and type of activity engaged in (TYPE).

REGION: AF–Africa, AS–Asia, EU–Europe, LA–Latin America, NA–North America, NE–Near East, PB–Pacific Basin

COUNTRY: For country (COUN) country codes under LIST OF COUNTRIES at right

TIME: Indicate the amount of time spent overseas in years or months, abbreviating years with a “Y” and months with an “M” (e.g., 2 years would be entered as “2Y”, or 4 months would be entered as “4M”).

TYPE:

AID – U.S. Agency for Int’l Development
BANK – International Banks (World Bank, etc.)
COB – Country of Birth or Origin
CONS – Consultant
FAO – Food and Agriculture Organization of the United Nations
INDY – Industry
MIL – Military
NAT – National Government in Countries
NGO – Non-Government Organizations
NPS – National Park Service
OTHR – Other (specify under “Comments”)
PCR – Peace Corps
STAT – State Organization
STUD – Student
TRAV – Travel
UNEP – United Nations Environment Program
UNIV – University (Study or Research)
USGO – Other U.S. Government (non-NPS)

BOX G – EDUCATION

Show your most recent and highest degree (DEG) first, year awarded (YEAR), and technical speciality (FIELD) from Box D.

D – Doctor’s (Ph. D, DF, D. Sc)
M – Master’s (MS, MF, MA)
B – Bachelor’s (BS, BA)
A – Associate’s (AA)
O – Other Certificates
L – Law Degree

LIST OF COUNTRIES

AF – AFRICA

ALG – Algeria
ANG – Angola
BEN – Benin
BOT – Botswana
BFK – Burkina Faso
BUR – Burundi
CAM – Cameroon
CVE – Cape Verde
CAR – Central Africa Republic

CHA – Chad
CON – Congo
DJI – Djibouti
ETH – Ethiopia
GAB – Gabon
GAM – Gambia
GHA – Ghana
GUI – Guinea
GBA – Guinea Bissau
IVO – Ivory Coast
KEN – Kenya
LES – Lesotho
LIB – Liberia
MAD – Madagascar
MWI – Malawi
MLI – Mali
MAU – Mauritania
MOR – Morocco
MOZ – Mozambique
NAM – Namibia
NIG – Niger
NGA – Nigeria
RWA – Rwanda
SEN – Senegal
SLE – Sierra Leone
SOM – Somalia
SAF – South Africa
SUD – Sudan
SWA – Swaziland
TAN – Tanzania
TOG – Togo

TUN – Tunisia
UGA – Uganda
ZAM – Zambia
ZIM – Zimbabwe
ZAI – Zaire

AS – ASIA

BAN – Bangladesh
BHU – Bhutan
IND – India
IDO – Indonesia
JAP – Japan
KRN – Korea, North
KRS – Korea, South
LAO – Laos
MAL – Malaysia
MON – Mongolia
NEP – Nepal
PNG – Papua New Guinea
PHI – Philippines
PAK – Pakistan
SIN – Singapore
SRI – Sri Lanka
TAI – Taiwan
THA – Thailand
VIE – Viet Nam

LA – LATIN AMERICA

ARG – Argentina
BAH – Bahamas
BEL – Belize
BOL – Bolivia
BRA – Brazil
CRB – Caribbean Islands
CHI – Chile

COL – Columbia
COS – Costa Rica
CUB – Cuba
DOM – Dominican Republic
ECU – Ecuador
ELS – El Salvador
FRG – French Guiana
GUA – Guatemala
GUY – Guyana
HAI – Haiti
HON – Honduras
JAM – Jamaica
MEX – Mexico
NIC – Nicaragua
PAN – Panama
PAR – Paraguay
PER – Peru
PUR – Puerto Rico
SUR – Surinam
TRI – Trinidad/Toba
URG – Uruguay
VEN – Venezuela

NE – NEAR EAST

AFG – Afghanistan
BAR – Bahrain
CYP – Cyprus
EGY – Egypt
IRA – Iran
IRG – Iraq
ISR – Israel
JOR – Jordan
KUW – Kuwait
LEB – Lebanon
LBY – Libya
OMN – Oman
PDY – People’s Dem. Rep. of Yemen
QAT – Qatar
SAU – Saudi Arabia
SYR – Syria
TUR – Turkey

UAB – United Arab Emirates
YEM – Yemen

EU – EUROPE

AUS – Austria
BLG – Belgium
BUL – Bulgaria
CZE – Czechoslovak
DEN – Denmark
FIN – Finland
FRA – France
GRE – Germany, East
GRW – Germany, West
GRC – Greece
HUN – Hungary
ICE – Iceland
IRE – Ireland
ITA – Italy
LIC – Lichtenstein
LUX – Luxembourg
NET – Netherlands
NOR – Norway
POL – Poland
POR – Portugal
ROM – Romania
SPA – Spain
SWE – Sweden
SWZ – Switzerland
UKM – United Kingdom
USR – USSR
YUG – Yugoslavia

NA – NORTH AMERICA

CAN – Canada

PB – PACIFIC BASIN

AUL – Australia
NZE – New Zealand
SPI – Pacific Islands
OTH – Other
MCC – Many Countries

PARK BRIEFS

On February 25, 1864, a train pulled into Andersonville Station in southwest Georgia and was met by a contingent of the 26th Alabama Infantry. The troops stood with fixed bayonets in the “guard against infantry” position, waiting for the cargo—500 Union prisoners of war, the first of more than 45,000 Union POWs to come to Camp Sumter. Of these prisoners, 12,912 died during the next 14 months. As the largest Civil War POW camp, Camp Sumter’s death toll and conditions eventually brought its commandant to trial for war crimes. Captain Henry Wirz was executed by hanging in Washington, DC, on November 10, 1865; it was the only such execution coming from the Civil War.

One hundred twenty-five years later, on February 25, 1989, **Andersonville NHS** began its series of commemorative events by recreating that day. NPS staff and Civil War reenactors conducted this



unique living history event, bringing the little discussed “dark side” of the Civil War to about 3,000 visitors over a two-day period. Visitors watched a train pulling eight box cars unload Union prisoners. Then Confederate guards marched their charges (who had come from as far away as Indiana to participate) into the historic site’s “stockade.” There the reenactors demonstrated camp life through food rationing, shelter construction (known as

“shebangs”) and conversations with visitors while remaining in character. The guards conducted rifle and cannon drill, changing of the guard in the “pigeon roosts,” and other facets of camp life. The day culminated in a first-person play entitled “A Day At Andersonville,” depicting a typical POW day later in the camp’s history. It was a humbling experience for visitor and player alike, as was reflected in the national press coverage. Along

with a visit to the site’s Prisoner of War Museum, visitors gained a stronger appreciation for the sacrifices of America’s prisoners of war.

Unlike battlefield sites that usually commemorate anniversaries with a one- to three-day battle reenactment, Andersonville NHS will be conducting special programs and displaying new exhibits until July, 1990, in order to cover the years of the prison’s existence. Living history and other demonstrations will include camp life, shebang construction, and two plays, “A Day At Andersonville” and “The Trial of Henry Wirz.” The programming for the anniversary will conclude with the commemoration of the prison closing and the area’s reemergence as a national cemetery.

Mark Ragan

Olympic NP Superintendent Bob Chandler jumped at the chance to provide a six-week training opportunity for Nima Wangchu Sherpa, park warden of Sagar-matha National Park in Nepal. Ten years an employee of

Nepal’s national park system, Sherpa oversees an area that includes Mt. Everest, a resource being loved to death by heavy use—thus his interest in back-country management. During his stay at **Olympic NP**, he participated in revegetation pro-

grams, spent time with the park’s trail crew, and worked with the staff from all divisions.

“Sherpa’s visit to Olympic was mutually beneficial,” Chandler said. “During his stay we learned from each other

about the challenges of managing our unique resources.”

Before leaving Olympic, Sherpa visited Mount Rainier, North Cascades, Yellowstone, and Grand Teton NPs, as well as Environment Canada Parks before returning home to Nepal.

The rustic cabins and picnic pavilion at Buffalo Point, part of **Buffalo National River**, have been named to the National Register of Historic Places—the first CCC structures in Arkansas to receive this honor. The nomination notes that the Buffalo Point structures are significant for the quality of their rustic architectural style and the contribution of the Buffalo River CCC com-



pany to conservation and social history. The company lasted from 1937 to 1941. During that time, several hundred men from area communities lived and worked together, constructing roadways and facilities for the new park. In 1987, CCC Company 4733 held its first-ever reunion, with a second reunion in 1988 and plans to make this an annual event.

Did you know that the **National Park Service** manages approximately one-fifth of the land and water along the U.S./Mexico border, or that a large number of U.S. songbirds winter in Mexico, and depend on the protection of Mexican habitat for their survival? In protected area management, as in other areas, the

U.S. and Mexico share many interests.

For that reason, a "Memorandum of Understanding" has gone into effect between the Park Service and the Secretariat of Urban Development and Ecology (SEDUE) of Mexico, after 45 years of attempts on both sides. Mexico's June 1988 inquiry concerning a possible

joint agreement rekindled negotiations, led on the U.S. side by NPS OIA's Sharon Cleary. The Memorandum was signed by the U.S. Ambassador to Mexico on November 30, 1988, and by former Director Bill Mott on January 24, 1989. The agreement formalizes the Service's working relationship with Mexico. It also establishes

a joint committee to work in areas including natural and cultural resource management planning, educational and informational exchanges, and specialized projects for semi-arid and arid environments, marine coastal zones, and the planning and design of visitor facilities.

Plagued by that perennial problem of what to do with your old stetson—the one that has given you years (and years) of good use, but now is beginning to look like it was actually worn in the battle you may be interpreting?

The **Office of International Affairs** has a suggestion. Donate it to us as a presentation item to visiting senior park officials from other countries. Throughout the world, the NPS uniform is known and admired by our colleagues in other national park systems. During protocol meetings under our formal agreements, we are often strapped to locate (and afford) appropriate presentation items for park system directors and cabinet level conservation officials. We have found, however, that they value the stetson as a recognizable symbol of the NPS.

So when the painful time for parting comes, imagine your old friend continuing to serve a useful purpose, inspiring the efforts of colleagues in other parts of the world. Send your hats, minus the official hatband, to the Office of International Affairs, NPS, P.O. Box 37127, Washington, DC 20013-7127. Use of official mail would be appropriate, given the official purpose to be served.

Desiring to contribute something to the Washington centennial celebration, but limited by a tight budget, **Fort Vancouver NHS** staff decided to replicate the 45-foot bell tower that summoned workers and signalled meal times at the original 19th-century Hudson's Bay Company fur trading outpost. A pole has been donated by Weyerhaeuser Company. All that's missing is the bell.

According to Chief Park Ranger Bob Appling, "The bell we're after has to be made of brass, should have a bottom diameter of between 15 and 20 inches, and have the clapper intact." Persons willing to sell or donate such a bell, or anyone having knowledge of where it could be obtained should contact park curator David Hansen at 206/696-7655.

Glenn Baker

A conference entitled "Parkways, Greenways and Riverways: The Way More Beautiful," to be held in Asheville, NC, September 19-22, is attracting participants from throughout the world. Conference chairman Dr. Barry M. Buxton of the Appalachian Consortium expects delegates from China, Japan, South Korea, Canada, Czechoslovakia Switzerland, and other countries.

The conference is an outgrowth of a smaller conference held during the **Blue Ridge Parkway's** dedication obser-

vance in 1987. The success of that gathering encouraged the Consortium and other sponsors to agree to hold similar conferences every other year. Noel Grove, senior editor of the National Geographic Magazine, will deliver the keynote address to participants in the 1989 program. For more information, contact Dr. Barry M. Buxton, Appalachian Consortium, University Hall, Appalachian State University, Boone, NC 28608, (704) 262-2064.

Mary Ann Peckham

In all his 75 years, **Herman Prince** has travelled no more than twenty miles or so from the tropical island where he was born. Yet the products of his strong, gentle hands may be found in homes throughout the world.

Tall, proud and splendidly well-spoken, Herman Prince is something of an institution here on the island of St. John, where he spends an afternoon each week teaching beginners how to assemble the woven baskets that are so much a part of West Indian culture. His outdoor classroom is one of the most popular interpretive programs offered by **Virgin Islands NP**, and, indeed, there's a long waiting list.

Four hours each Wednesday afternoon Mr. Prince—his dignity almost requires that you call him that—strolls among his dozen students, now chiding, now praising, showing how to

assemble the classically simple ribs, splits and rims that are components of what is known as the West Indian basket.

"His classroom isn't just a matter of learning how to make a basket," says one of his students. "He's a master storyteller, and when you finish the course you have a far better appreciation for the rich history of the West Indies and the Virgin Islands."

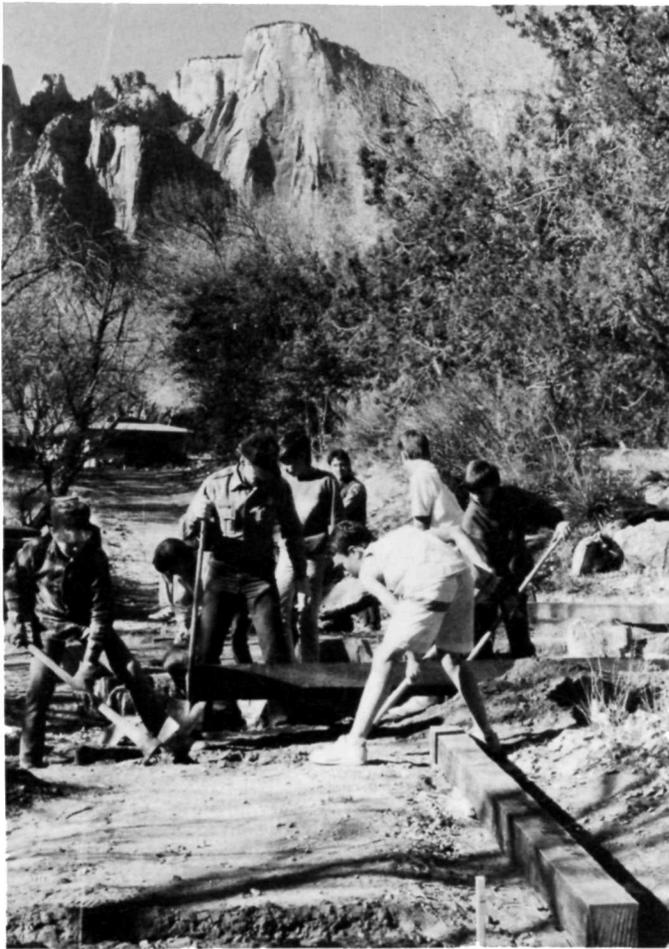
As a boy, this mirthful sage cut pasture, fixed fences, cultivated gardens for others, learned masonry. But more than anything else, he assembled brooms and baskets that he sold to island visitors.

His uncommonly large hands have produced thousands of those implements. As a boy he sold brooms for a nickel; today they fetch \$10. Baskets—and there are many varieties, made to hold fish, grain, melons, groceries, even infants—once brought 35 cents apiece. Now some of the larger, more exotic ones sell for \$100 and more. They're made of local woods and vines; no pins or metal pieces.

"Yes," Mr. Prince concedes, "if I see one of my baskets that I made long time ago, I probably recognize it. After all, they the best."

Mr. Prince has been instructing beginners, many of them island visitors, for ten years now as part of Virgin Islands NP's cultural arts interpretive effort.

Jim Harpster



What do you get when you combine a life-long scout with a national park? How about 1,329 hours of free labor donated to **Zion NP** by the Boy Scouts of America through the efforts of Ranger Paul Kirkland? In 1983, Kirkland, a life-long scouter frustrated by the number of boy scout-related incidents at Zion, created an out-reach program aimed at educating the well-meaning, but inexperienced Scout troops visiting park areas. In the past 18 months, he has presented 56 off-site programs, resulting in contacts with close to 9,000 scouts and leaders. As a result, Scout-related rescues and resource infractions are almost nonexistent.

But what about free labor? When Director Mott introduced the Department of the Interior's "Take Pride in America" pro-

gram (TPIA), Ranger Kirkland saw it as another way to unite Zion NP and the Boy Scouts of America. The combination was a success, due largely to Kirkland's love for scouting and the fact that scouts will do anything for a patch. Assembling picnic tables, rehabilitating trails, building a split-rail fence, eradicating exotic vegetation, and constructing tent pads and a 43-foot bridge were some of the volunteer projects completed by troops.

The benefits of Kirkland's program are two-fold: unfunded projects are completed, and the scouts and their leaders gain a sense of pride in the national parks.

For Ranger Paul Kirkland, who attributes scouting to much of what he is today, working with the Boy Scouts of America "is for the boy in me."

A series of films and lectures on international conservation issues has been well attended at **George Washington Memorial Parkway**. The first program, which aired in February, explored tropical deforestation and the role of the world's leading institutions. The next three dealt with global warming, acid precipitation and population growth.

The series recognizes that parks are part of a global system: spring warblers returning to Acadia have spent most of the previous year in the shrinking forests of Latin America; global warming

threatens biological diversity in the Midwest and Rocky Mountains no less than it does on the seashores; the problems of acid rain and population growth know no boundaries.

Many hands helped to create the series, which was co-sponsored by the George Washington Memorial Parkway, National Capital Region, and Recreational Equipment, Inc. Guest Services, Inc., the park concessioner, purchased and displayed the Smithsonian Institution's Biological Diversity exhibit. Rainforest Alliance donated materials for the first program.

Fast reaction was the order of the day at **Saguaro NM** when word came on December 13 that the site would be visited by INF Treaty inspectors from the Soviet Union, in Tucson to oversee treaty compliance at nearby Davis-Monthan Air Force Base. One of the inspectors momentarily stumped Superintendent Bill Paleck when he asked how many

Soviets visit Saguaro annually. "I'm not sure," Paleck said, "but I'm confident that this is a single-day attendance record for Soviet citizens." After the contingent left, all agreed that it was particularly appropriate for those who came to watch the dismantling of the instruments of war to have a chance to enjoy one of the products of peace.

Last summer, an exception to the rule about not picking the flowers was made in **Glacier NP**. Visitors to the Many Glacier Valley not only picked but pulled. They yanked out entire plants of spotted knapweed (*Centaurea maculosa*), which tops the list of 117 exotic species known to occur in the park. Knapweed is a pinkish-purple flowered relative of thistles and sunflowers. Plants reach about two feet in height and are short-lived perennials.

Introduced to North America from Eurasia in the early 1900s, knapweed is found now over much of the United States. Like many introduced species, it thrives in disturbed areas and

lines miles of park roadside. This invasive exotic can out-compete native plants of grasslands and dry forests in western Montana and southern Alberta.

Visitors participating in the "Nab Knapweed" interpretive activity learned first hand about natural resource management. Discussions while stooping and pulling revolved around the life history of knapweed, the pros and cons of herbicide use and biological control, native versus exotic species, and the philosophy of the National Park Service.

Kathy Ahlenslager

National Capital Parks Central walked away with top honors recently for its entry in the 1989 Flower and Garden Show at the Washington Convention Center, Washington, DC. NCP-Central won two ribbons and two silver cup awards in a competition that featured entries from local, national and international landscaping and allied-resource organizations such as Wakatsuki International Corporation, the American Horticultural Society and Audubon Naturalist Society.

The parklike display the staff designed and created won awards for excellence of landscape design, best use of color in the garden, and best formal garden design, plus the sweepstakes award.

The award-winning entry enjoyed a prominent location in the show because NPS had been asked to do the centerpiece display by the show's organizers. It consisted of a dozen Yoshino cherry trees, set off by Foster's holly bushes, white azaleas, and 1,600 red Prominence tulips growing in a manicured lawn of Kentucky bluegrass.

To build the landscaped garden on the concrete floor of the convention center, NPS hauled in 200 cubic yards of shredded pine bark mulch and 540 square feet of sod. A bed of mulch was built up to a maximum depth of four feet behind a modular block retaining wall 65 feet long on the backside. The wall was stepped down in height as it reached around the sides and front to enclose the shallow foreground of the sloping micro park.

To make it look like spring a full month early, the creators forced cherry trees and bulbs into bloom under controlled conditions in the greenhouse. The trees, bushes and budding plants even rode to the show in heated trucks to avoid the shock of winter air. The sod, too, was just greening up when it arrived.

"It was the first thing people saw when they came in the door, and it was in full bloom," said William I. Newman, maintenance chief for **National Capital Parks Central**. "In the woodshop, they're making a cabinet just to display the two silver trophies," Newman said.



National Capital Parks-Central Superintendent Bill Ruback (right) talks with Deputy Regional Director Ron Wrye and Regional Director Bob Stanton at the 1989 Flower and Garden Show. Photo by Bill Clark.

Materials for the wall were donated by Betco Block and Products, Inc., Bethesda, MD. The display featured a wood and wrought iron bench and an NPS arrowhead set in a bed of tulips.

The out-of-season cherry blossoms, tulips and azaleas were cultivated by the National Capital Parks maintenance staff

at greenhouses located in Kenilworth Aquatic Gardens in northeast Washington, DC. Maintenance Chief Newman and Grounds Foreman Milton Boston supervised the year-long project. The display was designed by landscape architect Randy Brockway.

Earle Kittleman

A series of special activities marked Black History Month at **Hopewell Furnace NHS**. Throughout its 112-year history, Blacks played a significant role in iron production. To highlight this contribution, staff members Rich Pawling and Ron Boice produced a site bulletin, "Black Iron," for use on and off site. More than 107 Blacks have been identified on the Furnace's employee rolls.

In addition, the public was invited to view the PBS series, "Eyes on the Prize," which recounts the U.S. civil rights struggle from 1954 to 1965.

The five million dollar rehabilitation and preservation of historic Fordyce Bathhouse was celebrated at **Hot Springs NP** with an opening ceremony May 13. Billing it the "Rebirth of Hot Springs," approximately 750 park volunteers, through the Friends of the Fordyce, staged four days of commemorative events. The largest and grandest bathhouse on Bathhouse Row, the Fordyce will be used as the park's visitor center and museum.

The Fordyce Bathhouse became the park's new visitor center through the efforts of numerous **Hot Springs** citizens and Arkansas' Congressional Delegates during the public involvement phase of the park's General Management Plan in

1985. Adapting the vacant Fordyce into a visitor center became the anchor project for revitalizing Bathhouse Row and the downtown portion of the City of Hot Springs.

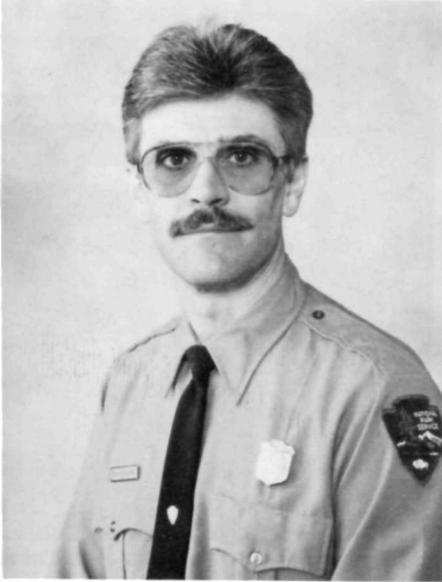
Work on the building was completed in stages, with supervision of the contractors provided by the Denver Service Center. Harpers Ferry Center designed the exhibits, including an introductory motion picture and a special short-subject presentation concerning how to take one of the world-famous, thermal water mineral baths.

Constructed in 1914 and 1915, the Fordyce contains 28,272 square feet within its three stories and basement. Filled with beautiful marble, stained glass and ceramic fountains, the

Fordyce was listed on the National Register of Historic Places on November 13, 1974, then elevated to National Historic Landmark status on May 28.

The outstanding public response to the grand opening is exemplified by the underwriting of its special activities in the amount of \$32,000 by the local newspaper, the *Sentinel Record*, and numerous sponsors who have contributed up to five thousand dollars each.

NEWS



Dennis L. Ditmanson, superintendent of Custer Battlefield NM, has been named superintendent of White Sands NM, succeeding Don Harper who recently retired after a 30-year federal career. Ditmanson's younger brother, Dale, is a training specialist at Stephen T. Mather Training Center, Harpers Ferry, WV. Dennis is a Life member of E&AA.



Karla Zervos has been selected to manage the Alaska Public Lands Information Center in Fairbanks. She brings to the position more than ten years' experience in Alaska's visitor industry. As manager of

the center which represents five federal agencies, she will supervise its outreach activities and its environmental education programs as well as the daily operation of the information desk and exhibit areas.

Lawrence A. (Larry) Belli has been named superintendent of Chaco Culture NHP. His NPS career began in 1975 as a seasonal in Grand Canyon NP. He went on to Shenandoah NP as a park technician in law enforcement, then to Glen Canyon NRA where he added an emphasis in EMS and structural fire to his law enforcement training. In 1984 he was appointed as a resource management specialist in Glen Canyon, coming to WASO's Ranger Activities Division in 1987. A life member of E&AA, he succeeds former superintendent Tom Vaughn.

Jim Lee has assumed the duties of FLETC program specialist, with responsibility for the Seasonal Law Enforcement Training Program. Most recently he was in Washington's Division of Employee Development.

Gordon J. Wilson, administrative officer at Colonial NHP, has been selected to follow Grady Webb as superintendent of Andrew Johnson NHS. Wilson started his NPS career as a living history interpreter at Chesapeake and Ohio Canal NHP. Wilson also has served at Castillo de San Marcos NM, Allegheny Portage Railroad NHS, and Johnstown Flood NMem.

Marsha Karle, formerly public affairs assistant for the Rocky Mountain Region, is now Assistant Public Affairs Officer at Yellowstone NP. Marsha, a 7 1/2-year NPS veteran, has served in various positions, starting as a secretary at Denali NP, then moving on to the position of Yellowstone superintendent's secretary, and, from there to the regional office. Now, she will be assisting with all public affairs issues at Yellowstone, including the fire aftermath. "I think it's going to be an interesting and challenging job, and I'm looking forward to it," she says.



Ben Moffett, public affairs officer for the Rocky Mountain Region, thinks very highly of Marsha. "She is a hardworking, energetic worker," he says. "She has learned the job quickly, and will get an opportunity to use her skills on a daily basis at Yellowstone, where there's always two or three national media on hand."



WASO's Office of Public Affairs recently welcomed **Thella Jacobs** as its new secretary for media information. She joined the staff after transferring from the Curatorial Services Division. "I am really pleased with Thella's willing and enthusiastic spirit. The lady wants to do things right and I like that attitude," said Chief of Media Information Duncan Morrow.



Cynthia Orlando, a concessions management analyst in the Pacific Northwest Regional Office, has been named Special Assistant to the Regional Director for Ebey's Landing NHR. Her experience with guiding private companies providing visitor services in parks was cited by RD Charles H. Odegaard as one of his considerations in appointing her to the position. "She also has a strong personal interest in rural landscapes and their cultures," he said.

Bob Lineback, Zion NP backcountry ranger, has moved with his family to the coastal strip of Olympic NP where he now serves as the Mora Sub-District ranger.

AWARDS

A frank "talking to" that he got on the value of chipmunks to the natural scene at Timpanogos Cave NM sparked **Denny Huffman's** interest in the National Park Service.

Largely because of that lecture, Huffman joined the NPS. Now as superintendent of Dinosaur NM in Utah and Colorado, he is the proud recipient of the Department of the Interior's Meritorious Service Award for his contributions in the field of resource manage-

ment, including his work with such endangered species as sea turtles, fish, and peregrine falcons.

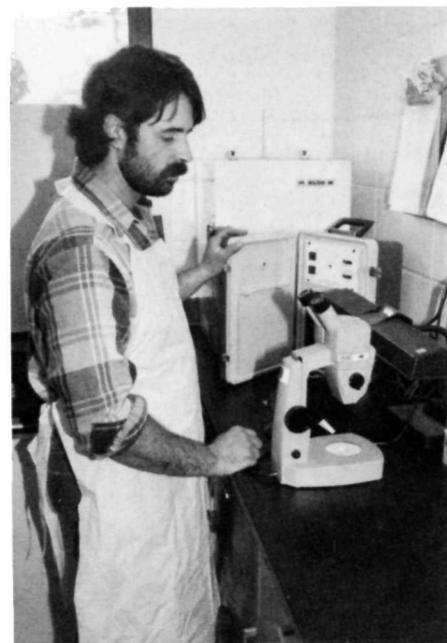
Huffman explains, "I was trapping chipmunks to sell to pet stores for extra money. I asked a ranger at Timpanogos Cave if I could trap there. He said, sure, but they'll cost you \$500 each (in fines). Then he talked to me about the value of the chipmunks to the monument and the natural scene, and about the philosophy of the NPS—caring for the wildlife in a natural way, and protecting the resources for the benefit of future generations."

After that talk, Huffman was so moved he enrolled as a zoology major at the University of Utah, then went on to work at Yosemite NP, Great Smoky Mountains NP, Fredericksburg NMP, and other areas. His first superintendency was at Great Sand Dunes NM.

August 1988 marked the beginning of Lake Mead NRA's Employee of the Month program. Instituted to recognize work well done, the program works like this: each month, the Rewards and Recognition Committee sends out forms to all employees, soliciting their nominations along with an explanation for their choices. Then the committee meets to make a tentative selection with the subsequent approval of the superintendent. The individual ultimately selected receives a nonmonetary token of appreciation, a write-up and picture in the local paper, and their name and picture on a plaque hung at their duty station for the month. At the end of the year a group picture is taken, and the plaque hangs in the Headquarters lobby. Employees for 1988 are: **Robert R. (Hoss) Smith, Michelle M. Hellickson, Sherryl A. Basinger, Joseph F. Wegener, David Fogata, and Harold A. Scoble.**

Linda L. Ross

In December, Independence NHP Superintendent Hobart Cawood and Mid-Atlantic RD James W. Coleman presented either a meritorious or a superior achievement award to the following individuals for their contributions to the success of the Bicentennial of the Constitution: **David Kimball, Kathy Dilonardo, Robert Byrne, Lee Dickinson, Mary Kimmitt and Dennis McGinnis.**



For excellence in the safe operation and maintenance of water treatment facilities at Isle Royale NP, utilities systems leader **Brian Ruddy** received the meritorious service award of the American Water Works Association. Ruddy supervises seven water treatment systems for the park, maintaining strict standards for both plant operations and laboratory testing control.

Acadia NP Chief of Interpretation **Deb Wade** received Eastern National Park and Monument Association's first Herbert E. Kahler Award from Superintendent Jack Hauptman. This annual award recognizes the Association's most efficient and innovative coordinator. In addition to the plaque that Wade received, \$1,000 was donated to Acadia's interpretive program in her name. Deb is an E&AA member.

Merrill J. Mattes, retired DSC chief of Historic Preservation, recently received the first annual Lifetime Achievement Award from the Denver Westerners for his western American history publications. Mattes' most recent work, "Plate River Road Narratives," was made possible by a grant from the National Endowment for the Humanities. Mattes is an E&AA member.

At ceremonies held in Fort Collins last November, Stan Ponce, chief of the Water Resources Division there, presented the Interior Department's Meritorious Service Award posthumously to **Thomas W. Lucke**. Accepting the award was Liz Lucke and their three children. The citation accompanying the award commended Tom for his contributions to water and natural resources management. It also cited his dedication to and enthusiasm for the NPS as well as his special personal qualities—as friend, mentor, and role model—that make him so fondly remembered.

■

Luis R. Arana, historian at Castillo de San Marcos and Fort Matanzas NMs, recently received two high awards from the City of St. Augustine, FL, and the Spanish Government, respectively. Spain's King Juan Carlos bestowed the prestigious Order of Isabella Catolica, in the rank of commander, to Arana on June 24, 1988. In a special ceremony held in St. Augustine on January 10, 1989, Carlos M. Fernandez-Shaw, Consul General of Spain from Miami, presented the award to Arana in recognition of his outstanding contributions in disseminating historical information about the work of Spain.

On December 13, 1988, Arana became the ninth person to be awarded the Order of La Florida, the City of St. Augustine's highest civilian honor, for his advancement of St. Augustine's history through his writing and his speaking engagements. Arana holds a Masters of Arts degree in History from the University of Florida. He came to St. Augustine in 1955 from San Juan NHS in Puerto Rico, and has worked for the NPS for 37 years. In 1979, Arana received the Silver Medal, awarded by the Spanish Association of Friends of the Castles for his work on Spanish fortifications in North America.

■

A boyhood fascination with Theodore Roosevelt and his conservation ethic got **John W. (Jack) Neckels** interested in the NPS. The interest resulted in a seasonal job at Theodore Roosevelt National Memorial Park, and to a career that, 28 years later, netted him the Interior Department's coveted Meritorious Service Award. Currently deputy regional director of the Rocky Mountain Region, he is the second-ranking official in a six-state area that in-



cludes his first park, now called Theodore Roosevelt NP.

Neckels was born in Watford City, ND, and grew up on a cattle ranch near Grassy Butte. "I lived between the north and south units of Theodore Roosevelt National Memorial Park," Neckels said, "and with my interest in Roosevelt, and my interest in nature and the out-of-doors, it was only natural that I would want to work at the park."

He landed a job as a seasonal ranger at the park, while attending the School of Forestry in Bottineau, ND. "Five days before graduation in 1963, from Dickinson State College, I learned that I had been selected for a permanent job at Blue Ridge Parkway in North Carolina."

Armed with a biology degree, Neckels headed east. He didn't return to North Dakota until 1973 when Governor Art Link requested the NPS to detail him to the state as Director of the State Division of Planning. Neckels has been at his present job since 1984.

Ben Moffett

■

The Bear Valley Visitor Center at Point Reyes NS has chalked up yet another award. It was recently declared one of the winners of the 1988 Presidential Design Achievement Awards for Federal Projects in a program administered by the National Endowment for the Arts.

Designed by Bull Volkmann Stockwell of San Francisco, with Daniel Quan doing the exhibitry, the Bear Valley Center draws more than 300,000 visitors each year. In presenting the award in Washington, Arts Endowment Chairman Frank Hodsell noted: "Good design is not a luxury,

rather it is an investment in quality. . . We hope the winning projects will inspire and raise the level of all design endeavors; they are clearly an example of good government and of the kind of effort which contributes substantially to American competitiveness."

RETIREMENTS

James D. Workman, personnel officer for the Midwest Region since 1976, retired after 31 years of federal service. He was a professional personnelist, beginning his career with the Department of Agriculture in 1959, and joined the NPS as an employment officer in Washington, D.C., in 1968. At a gathering of friends and colleagues, Ed Carlin (Associate Regional Director, Administration) said, "Jim has been a fine developer of people, and his expertise will be missed by the NPS. We are fortunate to have had his foresight in staffing actions, and the NPS will benefit from his efforts for many years."

■

Roslyn (Roz) Miller, supervisory voucher examiner for the Midwest Region, retired after 22 years of service. Her career began as a payroll clerk (this was before DIPS and PAY/PERS when the entire regional payroll was done without the aid of computers). She held a variety of positions in the Finance Office and now plans to visit all of the parks she worked with during her years of service.

■

Evelyn Janney, retired as a draftsman from the Midwest Region following 23 years of federal service. Her career included employment with the Navy Yard in Washington, DC; Army Corps of Engineers in Omaha, NE; and Soil Conservation Service in Lincoln, NE. She interrupted her career to help her parents' struggling farm operation during World War II and later, to raise a family. When faced with the difficult task of single-handedly raising three small children, she resumed her profession with the NPS where she remained until her retirement. Evelyn will continue to reside in Omaha, but plans to keep busy traveling between her children's homes.

Southwest Regional Curator **David M. Brugge** has retired from a more than 20-year career with the NPS. He began his career in 1953 as a seasonal ranger at El Morro NM, moving on to Hubbell Trading Post NHS, and then to the Chaco Center at the University of New Mexico campus. Prior to joining the NPS, Brugge worked in partnership with the Ayani Trading Company, as a staff member at the Gallup Indian Community Center, and an anthropologist with the Navajo Tribe at Window Rock. He has a number of publications to his credit, among them *A History of the Chaco Navajos and Tsegai: An Archeological Ethnohistory*.



James S. Askins, who retired at the end of April, began his NPS career in 1962 as a Harpers Ferry NHP building restoration specialist. Later, he worked in the Division of Design and Construction; on restoration project work at Pea Ridge and Vicksburg (1965); and in the Office of Archeology and Historic Preservation, Gettysburg (1968). In 1972, he transferred to the Denver Service Center and was assigned to the C&O Canal Restoration Team. Then, in 1977, he established the Williamsport Preservation Training Center (WPTC) at Williamsport, MD, and became its chief.

Under his leadership, WPTC provides the only comprehensive, Servicewide, craft training to NPS maintenance and cultural resource personnel, and is an essential part of the Service's ability to conserve the historic structures entrusted to it. Through his creative effort, personal drive and dedication, Askins has provided hundreds of training opportunities to NPS personnel. He also has directed an important training program without benefit of programmed funding.

In addition to the training benefits WPTC provides, it completed in excess of \$12 million of preservation project work during Askins' 12-year tenure. Major preservation/restoration projects were completed at Grand Canyon, Harpers Ferry, Olympic, Cape Hatteras, Antietam, and Yellowstone, to name a few.

Askins' NPS career combined his strong feeling for people and structures, both of which he considered extremely valuable. His contributions to the NPS have been significant ones, and will continue as graduates of the Williamsport

Training Center pursue their careers under the legacy of a true professional and dedicated public servant.

DEATHS



Oscar A. Sedergren, 88, died March 4, in Port Angeles, WA. He retired in 1965 as Olympic NP's assistant superintendent, having previously served 14 years as Yosemite NP's chief ranger, and five years as Mount Rainier NP's chief ranger (he started there as a seasonal ranger in 1922). Sedergren was one of the deans of the chief rangers. Throughout his career, he organized, directed and participated in scores of difficult search-and-rescue operations, as well as numerous, large forest fire suppressions. He also served as a mentor to many young rangers coming up through the ranks who had a high regard for his leadership and sound judgement.

In 1931, he married Florence Bronson. Throughout their happy, 58-year marriage and Oscar's 41-year career, Flo was of great assistance to him. Wherever they were stationed they were well-liked and contributed to good working relationships with the local community and concessioners. At his retirement, Oscar received the Department's Meritorious Service Award. He and Flo then enjoyed 24 more years together in their home near the Port Angeles Harbor, where gardening was Oscar's favorite activity. The couple had one daughter, Sandra, who lives with her husband in Edmonds, WA.

Contributions in Oscar Sedergren's memory may be sent to the Education Trust Fund, c/o E&AA, P.O. Box 1490, Falls Church, VA 22041.

Mrs. Karim Beebe, mother of Mo Khan (Santa Monica Mountains NRA), passed away in Karachi, Pakistan. Mo serves as E&AA's employee representative for the Western Region. His friends at Santa Monica Mountains chose to make a donation to the Education Trust Fund (administered by E&AA) in his mother's memory.



David D. Carpenter, 59, died on April 9 in Hot Springs, AR. A park employee for 14 years before open heart surgery and complications forced him to retire on June 30, 1980, he served as a utility systems operator. He is survived by his wife, Ruth (621 McClendon Road, Hot Springs, AR 71901), two sons, one brother, five sisters, and three grandchildren.



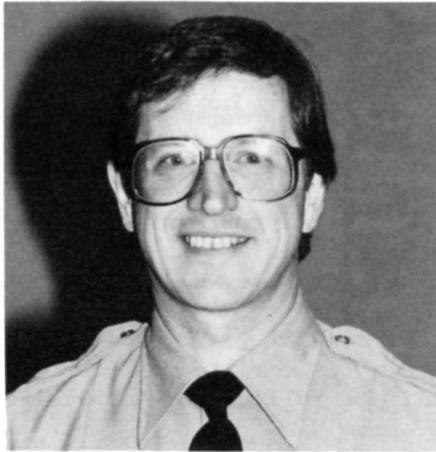
Audrey Butler, wife of William J. Butler, died December 25, 1988, of Lou Gehrig's disease. Marrying Bill in 1972, she lived with him on Puget Sound in a home he built with help from Mount Rainier NP employees who lent a hand on their days off. Bill retired as the park's supervisory park ranger in 1964. He previously had been married to Audrey's cousin, Martha, who died in 1970 of cancer.

Survivors include Bill Butler (7344 Jones Avenue, NW, Seattle, WA 98117), Audrey's mother, her brother, and several nieces and nephews. Those wishing to remember her with a donation to the Education Trust Fund may do so by sending a contribution to E&AA, P.O. Box 1490, Falls Church, VA 22041.



Nancy Virginia (Ginny) Grissom, 35, died October 18, 1988, of injuries incurred in an automobile accident. She began her NPS career as a seasonal park technician at Mammoth Cave NP in June 1974, then, after achieving permanent status, went on to attend FLETC in 1982. She worked at Carlsbad Caverns NP, Independence NHP, and Tuskegee Institute NHS before taking a position at Horseshoe Bend NMP in 1988. She leaves behind many NPS friends, her parents, the Reverend and Mrs. Leroy Grissom (2024 New Orleans, Lexington, KY 40505), a sister and a brother.

Ivan E. Hart, 53, passed away after a long illness at his Grand Canyon home on March 7. As a career NPS employee he worked at Capitol Reef NP, Roosevelt-Vanderbilt NHS, George Rogers Clark NHP, Grand Teton NP, and finally Grand Canyon NP where he was assistant chief of Maintenance. Survivors include his wife, Lee Hart, two sons, and one daughter. A memorial fund has been established in Ivan's name at Valley National Bank, P.O. Box 459, Grand Canyon, AZ 86023.



Mere words are never more inadequate than when they try to express things of the spirit. Communication of the spirit flows in ineffable ways. But because we feel a need to share the inexplicable, we fumble with the tools at hand. So it is that I seek to impart a feeling for the spirit radiated by **Jim Shives** during his life.

I worked with Jim for six years in Alaska. Not long after I arrived there, Jim immersed me in the Alaska wilderness. We rafted down the Charley River, sighting peregrine falcons and Dall sheep, poking around trappers' cabins, and singing most of the popular songs of the 1960s. We fished for arctic grayling and cooked them fresh from the cold water. In the evening by the river, in the subarctic summer twilight, we talked about role of interpretation in The Great Land.

Jim Shives was, first and foremost, a personal services interpreter. He was on the front lines most of his career and served in several parks as a seasonal interpreter. When he finally "went permanent" in the Alaska Regional Office he served as a communication specialist, sharing his knowledge and spirit with seasonal interpreters throughout the state.

Like many of us, he struggled with how best to evaluate interpretation. But he did a better job of it than most of us do, also. Jim knew how to separate an interpretive program into various parts and how to examine and constructively critique each one. He knew, however, that the real evaluation was done by the audience, whether consciously or unconsciously, and that it might be years before the final results were in.

The final results may never be in on the interpretation shared by Jim Shives during his life. The people he touched personally and professionally will carry that

■

Jack Lewis High, 77, passed away January 5. During 35 years of carrying out responsible NPS administrative assignments, he received a number of awards for excellent service, including the Meritorious Service Award in 1971. Howard Smith of Chickamuga-Chattanooga NMP, High's boyhood friend, interested Jack in joining the Service. His first assignment came in 1939 at Great Smoky Mountains NP. From 1940 to 1942, he worked at Chickamuga-Chattanooga, with a special detail to Castillo de San Marcos NM. Then came Shenandoah NP, Colonial NHP, and the Washington Office. In 1961, he assumed the administrative officer position at Sequoia NP where he completed his distinguished career. He and his wife, LaMyrle, retired in 1971 to a home in Luray, VA, with a view they had loved since their earlier days in Shenandoah. An ardent golfer, Jack "took the trophies" at the Luray Caverns course. LaMyrle (20 Court Lane, Luray, VA 22835) continued her beautiful china painting.

Memorial contributions in Jack's memory may be sent to the Luray Rescue Squad, Luray, VA 22835.

Dixon Freeland

■

Charles J. (Charlie) Novak, 80, died February 5 in Crete, NE. Retiring from the NPS in 1969 as a civil engineer after more than 35 years of government service, he was able to look back on a career that started with the CCC in 1934 and included NPS work during the Mission 66 years. He is especially remembered for his lifelong interest in the environmental effects of civil engineering. He is survived by his wife of 53 years, Ella Novak (306 W. 7th St., Crete, NE 68333), and by three sons.

spirit and pass it on through generations. He changed and enriched our lives by sharing his love for this world.

Children are often more discerning judges of character than we realize. When our eldest son was about 11 years old my wife and I asked him who he would like to live with if something should happen to us. He said, "Jim Shives."

Frank Deckert
Petersburg NB

Jean Swearingen notes, "This... says all we in Alaska want to say. In short, we loved him."

The Alaska Natural History Association has established the James N. Shives, Jr., Memorial Fund (605 W. 4th Ave., Suite 120, Anchorage, AK 99501) to further interpretive efforts in Alaska. The family requests that memorial donations in Jim's memory be made to the American Cancer Society or the American Heart Association. Condolences may be sent to his parents, Mr. and Mrs. James N. Shives of 6485 Hahn Road, Bradford, OH 45308.

■

Margaret Piasecki, 44, a former seasonal park ranger at Martin Van Buren NHS, died November 23, 1988. Carol E. Kohan, acting superintendent at the site, remembers Margaret as an excellent interpreter about whom the park received numerous compliments. A teacher at various schools in New York State and New Jersey, she is survived by her husband, Richard Piasecki, a son, three sisters, and several nieces and nephews. Those wishing to remember Margaret may do so by sending a donation to the charity of their choice.

■

Edward Abbey, a former park ranger at Arches NP and other NPS areas, died March 14 in Arizona. He wrote *The Monkey Wrench Gang* and *Desert Solitaire*.

MEMBER NEWS

Debbie Liggett, formerly of Fort

Jefferson NM and now a park ranger at Voyageurs NP, writes that she is supervising the new \$2 million Rainy Lake Visitor Center. She and husband Jay were pleased to have landed jobs in the "northland."

■

Former Director William Penn Mott,

Jr., wrote Bea Freeland on the occasion of her 90th birthday to congratulate her and to inquire about a collection of early Blackfeet Indian photographs he thought she might have. She referred the former director to Mrs. Fred Andrews of Edina, MN, then followed up with a letter to Mrs. Andrews, as well as a follow-up report to Bill Mott. Her closing remarks to Mr. Mott are as follows: "As for myself, I would like to say how grateful I am to have lived almost 40 years in the parks. It was a wonderful and exciting experience for a former city girl, changing the direction of my life forever. I read the *Courier* every month and find it rewarding and full of inspiration and hope for the future."

Bea Freeland probably has a pretty good sense of the future of the Service as well as its past history since so many of her family have worked wholeheartedly for the NPS through the years. The career of her late husband, Edward Dixon Freeland, spanned 38 years. When they were married in 1922 and accepted appointments in Yosemite NP, she served in that park for two seasons. She also organized the Wind Cave Quartet, comprised of CCC employees, and the group had singing engagements throughout South Dakota during the 1930s.

Her son, E&AA life member Dixon B. Freeland, enjoyed a 34-year career, and now lives with his wife, Ann, in Luray, VA. He also serves as the Mid-Atlantic Region's alumni representative on the E&AA board. Ann's father, V. Aubry Neasham, joined the Service as a historian in the Southwest Region in 1937.

Dix and Ann's daughter, Serra Ruth, married Robert Sampsel, a Shenandoah NP seasonal from 1974 to 1978, now stationed at Assateague NS. Their son, Dixon David Freeland, joined the NPS in 1986, serving originally in National Capital Region, then Independence NHP, and now Shenandoah NP.

Bea's daughter and son-in-law, E&AA life members Phyllis and Rothwell Broyles, live in Calistoga, CA. Rod's career spanned 40 years. Their son, Paul Broyles (also an E&AA life member), is stationed at the Boise Fire Management Office, after having worked in a variety of parks since 1973. His wife, Virginia Perrill Broyles, has worked at Grand Canyon NP, Mesa Verde NP, Wind Cave NP and Big Cypress NPre.

And there's still more: Rod and Phyllis' daughter, Bea, served at Perry's Victory and International Peace Memorial during the summer of 1970. Daughter Elizabeth worked as acting secretary to the superintendent of Pinnacles NM in 1979.

In addition to providing the above details in answer to a request for second and third generation information, Phyllis Broyles also passed along the origins (as she had heard them) of the term "green blood." She says it was coined around 1945 by Shirley Moore whose husband retired as the Pacific Northwest Region's associate RD for management. Shirley made several green potholders for Edward Dixon Freeland (to match the rest of the park structures, which had been painted green) and accompanied them with a poem proclaiming that if he cut himself in the kitchen, the blood wouldn't even show up on the potholders.

■

When E&AA heard from Jim and

Joan Stewart, they were aboard their yacht, S/Y Tortuga, in Bodrum, Turkey. Current travel plans call for them to head back across the Atlantic in the fall, stopping at the West Indies and Venezuela (where they'll join Dwight and Karen Rettie), then up the east coast of the U.S. To quote Joan, "Although Greece is spectacular and Turkey is fascinating, there is no place like home."

■

In February, Robert O. (Bob)

Binnewies (second generation NPS) became deputy commissioner for natural resources in the Department of Environmental Conservation for New York State. In this position, Bob will be responsible for the department's lands and forests, fish and wildlife, marine resources, minerals and mining, and land acquisition.

His prior NPS career began in 1961 at Yellowstone NP and progressed from there to Washington's departmental training program and several other Washington assignments before accepting the executive directorship of the Maine Coast Heritage Trust. He returned to the Service in 1976 as Southeast Region chief of interpretation and visitor services. A second opportunity to work in the private environmental arena came in 1977 when he accepted a position with the National Audubon Society in New York. When he returned to the Service the next time, it was as superintendent of Yosemite NP, a position he held until February 1986. He retired from the Service as a special assistant to the Western Regional Director.

Though he is working again in the private sector, Bob's NPS roots reach deep. He is the son of Fred and Amy Binnewies and the brother of Bighorn Canyon NRA Superintendent Bill Binnewies. He is also the brother of Carolyn Gastellum, whose husband, Petrified Forest NP Superintendent Ed Gastellum, is the son of Luis and Aggie Gastellum. Luis currently serves as E&AA's special membership chairman. Bob and his wife, Midge, may be reached at 4804 Foxwood Drive, Clifton Park, NY 10265. All are life members of E&AA.

■

Roland Wauer received the George Wright Society's Francis H. Jacot Award. This is the first year of the award, which will be presented annually to outstanding individuals in the natural resources field. The Society also presented Jake's widow, Jean (665 Otono Drive, Boulder City, NV 89005) with lifetime membership.

■

Donal McLaughlin remembers arriving at Union Station (Washington, DC) in the middle of the Depression. Conrad L. Wirth, then heading the Recreation Division, and his assistant, Herb Evison, gave him a job preparing maps for the Service at an annual salary of \$1,620. During his career, he also used calligraphy to artfully copy out poems composed by another staff member, Leon Sunshine, husband of the late Madame Sunshine, milliner to Eleanor Roosevelt.

Leon's poems took the form of messages spelled out by reading the first letter of each line. The couplets always

rhymed, though sometimes painfully, and the phonetics frequently reflected Leon's ethnic background. Donal lettered the poems on illustration boards, and Leon mounted hand-made silk blossoms, fruit, rosebuds, and the like around the poems, forming a spectacular frothy wreath. One memorable effort commemorating St. Valentine's Day had the shape of a heart and stood 2-1/2 feet tall. The results were reminiscent of Mrs. Roosevelt's hats of the period.

Donal hopes to write a definitive account of Leon's life and requests that *Courier* readers with recollections to share write to him at Box 234, Garrett Park, MD 20896.

E&AA life members Naomi Hunt and Elizabeth Disrude rendezvoused in Columbus, OH, recently at Elizabeth's granddaughter's apartment to honor grandson Mark who had graduated with a BA and was entering the world to seek his fortune. Plans for other trips on Naomi's schedule include a journey to South Carolina to "see the spring flowers," then another visit with Elizabeth in her new home at 625 Leininger Avenue, Mohnton, PA 19540.

For those looking forward to golf opportunities at Glacier NP during the 1990 E&AA Biennial Reunion, consider the following as a little taste of what's ahead. The 1988 Fall Geriatrics Tournament in Flathead Valley, Montana, brought out such notables as Russ and Maxine Dickenson, Joe and Barbara Rumburg, John and Fran Rutter, Lee and Lucille Sneddon, Ed and Terry Donnelly, Curt and Patti Townsend, and others. The group also welcomed Mel and Ruth Rudder, former owner and editor of the *Hungry Horse News*.

To herald the event, Mel wrote an article for the occasion entitled "Flathead Golf Attracts Former Glacierites." Later, after all golf games were played and all prizes distributed, a surplus of \$94.30 went to the Education Trust Fund.

Fortunately, those who did not get enough of either Glacier NP or of golf in 1988 can try again in 1990 when there probably will be even more opportunities to enjoy the game, the park, and each other's company.

E&AA life members George and Ginny Von der Lippe (1229 Blevin St., San Marcos, TX 78666) appreciated the 1988 update of the Alumni Directory. They continue to enjoy retirement life in South Central Texas. Periodically, George gives a talk on "Careers in the NPS" to South West Texas University classes. Currently they are trying to raise public awareness to protect the Edwards Aquifer, their sole water source.

Mr. and Mrs. E. C. Scheffler (865 Los Lovatos Road, Santa Fe, NM 87501) likewise expressed their appreciation for the 1988 Alumni Directory, and completed the necessary forms for listing in the 1989 publication. Ernest Scheffler recalls with pleasure his Mission 66 days. K.C. Den Dooven's 1989 calendar rekindled the couple's countless memories of the unforgettable times they spent in the national parks out West.

Bee and Ken Long slowed down long enough on their travels to order a copy of George Hartzog's *Battling for the National Parks*, and to say "retirement is great!" Bee retired as a program analyst for DSC in 1988.

In news from Great Smoky Mountains recently, E&AA learned that Gordon Wissinger has accepted the chief ranger position at Capitol Reef NP. Dave Clark has gone to FLETC in Glynco, GA. Charlie Garren left the Park Service to take a job as an investigator with OPM in Tennessee. Joe Kanopsic has taken a lateral position at Cuyahoga Valley NRA. Finally, Marjie and Russ Steigerwald arrived in Alaska from Tennessee's more temperate climate in time for -71 degree weather.

George H. Cardinet, the executive director of the Heritage Trails Fund (5301 Pine Hollow Road, Concord, CA 94521), recently joined E&AA as a full Life member. In his letter, he said that although he wasn't an NPS employee, he would cherish his membership as if he were.

Frank Weingart, a long-time E&AA member, recently upgraded his membership from Supporting Donor to Founder. Born in Washington State, he has served the NPS for many years as a seasonal employee. Sometime in 1959 he heard about E&AA, and joined the organization. Although his primary career has been outside the Park Service, he has followed the news on parks and park employees avidly. His three children learned to enjoy park environments during weekend trips with their parents. Now, Weingart says, he felt the continuing improvement of E&AA and the *Courier* deserved his fullest support through the upgrading of his membership to E&AA's highest level, that of Founder.

E&AA welcomes Nicholas R. Homyak, who is making his first payment toward life membership. Nicholas is a volunteer-in-park (VIP) at the Walpack region in Delaware Water Gap NRA and also does seasonal work at Cape Cod NS.

Frank Collins (P.O. Box 331, Little River, CA 95456), who recently rejoined E&AA, wrote to say that a lot of things got lost in the process of designing and building a new home. E&AA is happy to welcome him back.

Bruce J. and Lee Miller (P.O. Box 364, Uplands, Pleasant Hill, TN 38578) are moving to Tennessee after Bruce's re-retirement. He spent 30 years with the NPS, 9 with the State of Florida, and 5 as the director of the Carroll County Ohio Regional Planning Commission.

Among Bruce's assignments while with the Park Service was the superintendency of Isle Royale NP. Thus, he and Lee joined other former Isle Royale superintendents and their spouses at the E&AA biennial reunion last September. Since then they have gotten together several times with Rod and Louise Royce, a couple they had worked with in Great Smoky Mountains NP "way back in the 50s!" The Miller's son, Russ, is a Padre Island NS ranger.

George B. Hartzog, Jr., the seventh director of the National Park Service, who served from 1964 to 1973, will be honored at the annual Founders Day dinner of the 1916 Society on August 25, 1989. The dinner will be held for the first time at the Fort Myer Officers Club, on Route 50 West in Arlington County (parking available adjacent to the club).

The Employees and Alumni Association (E&AA), of which the 1916 Society is an arm, has chosen to honor George Hartzog not only for his official contributions to the Service, but also for his numerous generous and unselfish contributions to the association.

Mr. Hartzog's career is legendary in the National Park Service. He worked his way up from NPS ranger to Service director, and was at the helm during its most important years. In 1946 Jackson E. Price, then NPS chief counsel, offered

Hartzog a job as an attorney at headquarters in Chicago. A couple of weeks after his arrival, he was assigned to write a law enforcement handbook for park rangers. To accomplish this, he met with 25 to 30 chief rangers, asking questions and listening to answers. The chief rangers came from Yellowstone, Glacier, Grand Teton, Grand Canyon, Sequoia-Kings Canyon, Yosemite, Great Smoky Mountains, Everglades and many other national parks--places known to Hartzog only on a map. He was 26 at the time, the youngest man at the meeting and a real tenderfoot in their world, but he found them to be understanding and tolerant. The personalities of these individualistic, tough, self-reliant men who were bound together in a common code of service attracted the young Hartzog. At the end of the meeting he knew he had found his calling--although he did not know the parks, he felt he under-

stood the people who helped preserve them, and it was among them that he wanted to be.

Hartzog, now 69, remains an active part of the Park Service family, carrying out a number of "advisory" duties. In an introduction to Hartzog's book, former Secretary of the Interior Stewart L. Udall remembers him as the "happy warrior," a man whose zest and drive were energetically transmitted to his co-workers: "He was a consummate negotiator who enjoyed entering political thickets.... [He] set an exemplary standard for commitment, for candor--and for fair play."

National Capital RD Robert G. Stanton, this year's 1916 Society Committee chairman, urges NPS employees, alumni and friends to attend the dinner as a tribute to a director Ansel Adams referred to "as the finest and most imaginative director of the National Park Service since Stephen Mather." The Honorable Stewart Lee Udall has been invited to attend as keynote speaker for the event.

A cocktail hour at 7 pm will precede the Founders Day dinner of prime rib with all the trimmings, and a short program will follow. For reservations, fill out the accompanying coupon and mail it to Mrs. Edward S. (Rita) Mastin.

Each year, attendees have contributed generously toward Founders Day expenses incurred by the 1916 Society. Once again, those who attend may wish to make an additional donation, perhaps five dollars or so. This can be done by including the sum in your check. The 1916 Society greatly appreciates your generosity.

Copies of Mr. Hartzog's book and Mr. Udall's book will be available at \$14 per copy. The authors will be glad to inscribe copies for those who ask.

1916 Society Founders Day Dinner

Reservation Form

Please reply by August 14, 1989.

Send to: Mrs. Rita M. Mastin.
7505 Mandan Road, # 104
Greenbelt, MD 20770

Please make check payable to Rita M. Mastin.

____ I plan to attend the Founders Day Dinner on August 25.

No. of persons attending _____ at \$25 per person this totals \$_____.

Name _____

Address _____



National Park Service

Founders Day 1989

Honoring George B. Hartzog, Jr.
August 25, 1989





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