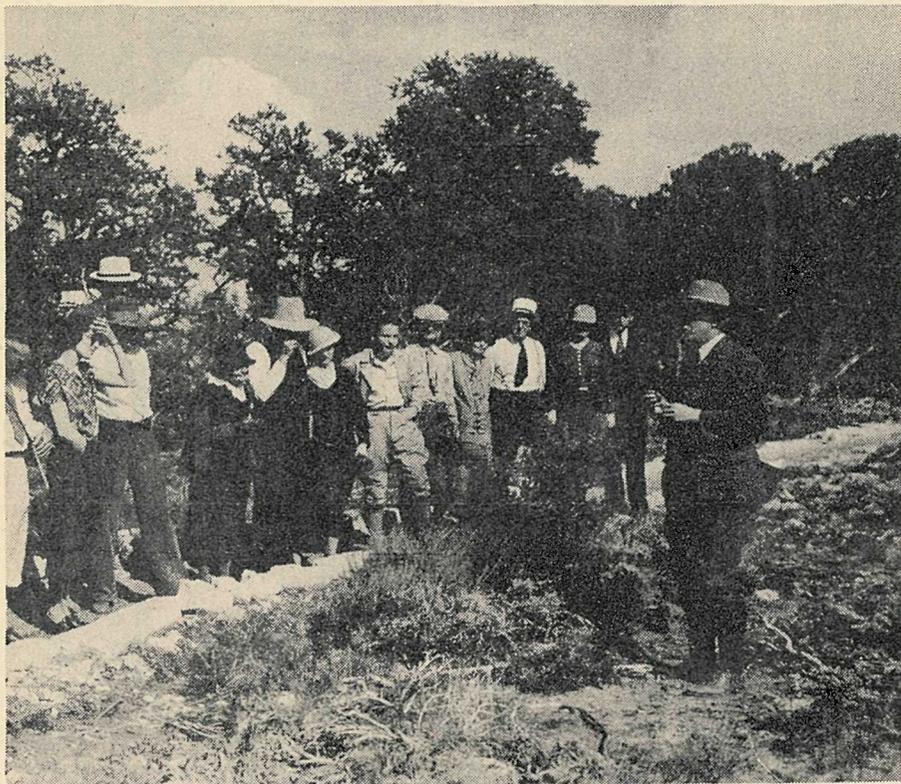


the Association of  
National Park Rangers



# NEWSLETTER

Volume II, Number 2  
July 1980

# the Association of National Park Rangers NEWSLETTER

## Rock Lane Lodge 1980 Rendezvous Site

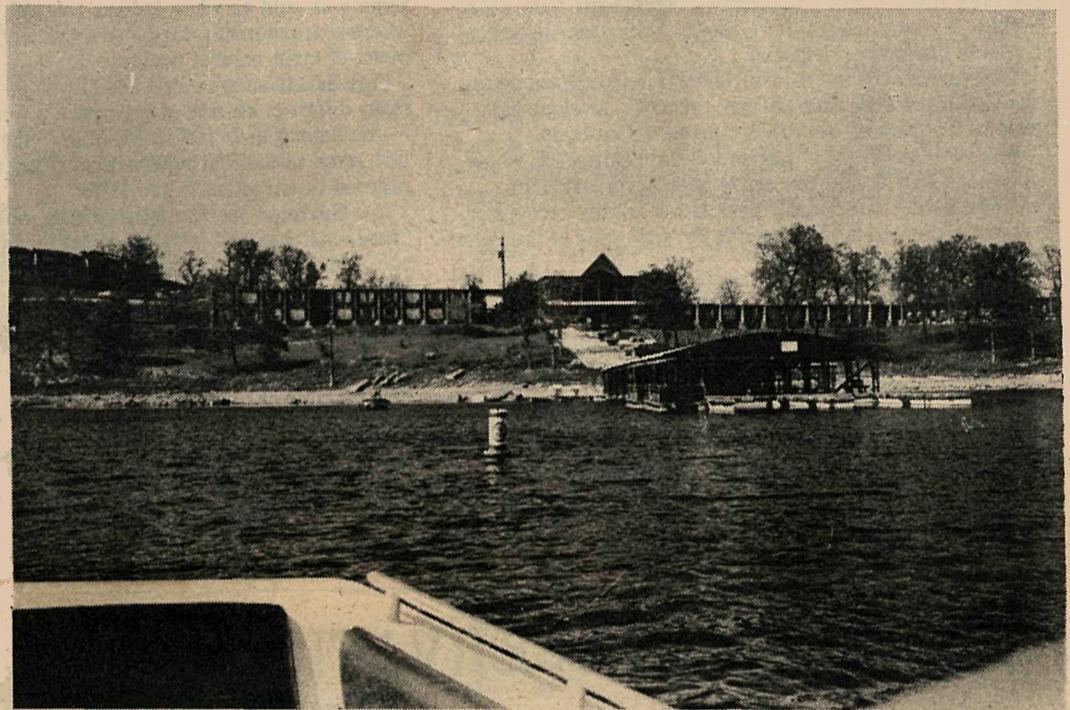
Located on the shore of Table Rock Lake, Rock Lane Lodge offers a variety of facilities that should appeal to Rendezvous IV participants. Although some will deplore the substitution of meeting rooms and chairs for tin roofs and apple crates, we are sure that this year's Rendezvous will be the biggest and best yet.

Rock Lane Lodge offers full meeting room facilities plus a number of smaller rooms for workshops or small seminars. They have a variety of accommodations from budget to deluxe and, for those on limited budgets, the sharing of rooms should make prices even more reasonable.

For those camping, there are both commercial and Corps of Engineers campgrounds within three-quarters of a mile of the lodge. As we went to press we had not yet determined if special accommodations for Rendezvous campers will be made by the Corps, but we are in hopes there will be at least a separate loop available to us.

The Lodge itself prides itself on its home-cooked food, and unlike last year, all meals will be "on your own." There are a number of excellent restaurants in the Branson area and many will want to take advantage of them. The only exception will be an all-you-can-eat outdoor beef barbecue served one night.

For spouses and families there is a marina right at the lodge which rents everything from canoes to large motor boats and has a "fishing hole" right at the marina. Table Rock Lake is rated as one of the best bass-fishing lakes in the country so don't forget your fishing pole. In addition, there are two swimming pools, two lighted tennis courts, horseshoes, playground equipment, and a short nature trail along the shoreline.



Rock Lane Lodge

Nearby are Silver Dollar City (a large, crafts oriented theme park), the Shepherd of the Hills Farm, Ozark country music shows, as well as a number of other commercial attractions, but, best of all, the beautiful rolling countryside which has made the Ozarks famous.

**More Rendezvous Information on Page 2.**



## New Director Selected: The Process

by Rick Smith

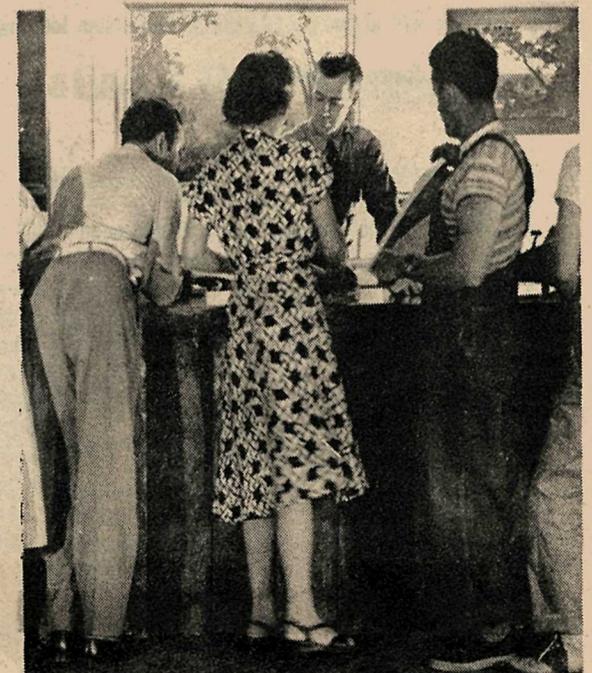
All of us have probably wondered from time to time how Directors of the National Park Service are chosen. However the selection process worked in the past, I think the members of ANPR will be pleased with the process used to select Russ Dickenson as the 11th Director of the National Park Service.

Interior Secretary Cecil Andrus and Assistant Secretary Robert Herbst decided that a broad cross section of interested parties should be consulted as part of the search for Bill Whalen's successor. They consulted the conservation and preservation community, WASO personnel and staff. The Secretary met with the Regional Directors. In addition, 30 NPS field employees were invited to Washington. Rangers, Superintendents, and maintenance personnel formed this group. In small groups, these folks met with Deputy Assistant Secretary David Hales. The free-ranging

discussions with Hales posed at least three major questions: 1) What should the national priorities of the NPS be? 2) What qualities should an ideal Director possess? 3) Which individuals from either inside or outside the Service come closest to matching these qualities?

Each of the discussions with the Deputy Assistant Secretary lasted for at least an hour. As far as anyone can remember, this kind of consultation with field personnel is unprecedented. The benefits for the NPS are obvious. Not only did people in parks have the opportunity to discuss priorities and challenges with members of the Assistant Secretary's staff, but also we had direct input into the selection of the Director.

The ANPR was represented in these discussions by its chairman. It is another example of the growing acceptance of the ANPR as an organization dedicated to the wise management of the natural and cultural resources the Service is mandated to protect.



Ranger Russ Dickenson at Grand Canyon

# Rendezvous IV Information

## THE OZARKS: A REFLECTION OF NPS DIVERSITY

One of the benefits of each of the previous Ranger Rendezvous has been its location near a park service area: Grand Tetons . . . where the first Ranger Rendezvous took its name reflecting the annual gatherings there of fur trappers; Rocky Mountain in 1978; and last year's successful Third Annual Ranger Rendezvous.

The 1980 Ranger Rendezvous promises even more: Nine park service areas are within a day's drive and reflect the diversity of our Service and that which binds us all together: Wilson's Creek National Battlefield; Pea Ridge National Military Park; George Washington Carver NM; Buffalo National River; Ozark Riverways; Fort Scott NHS; Hot Springs National Park; Fort Smith NHS; and Jefferson National Expansion Memorial.

These areas reflect a natural, historic, and cultural diversity that transcends time and our country's development — even to the point of our modern preservation ethic.

**Wilson's Creek:** the struggle for a state (Missouri) whose allegiance was of vital concern to both North and South . . . and of a battle whose importance is not readily recognized yet had a tremendous influence in the first year of the War between the States.

**Pea Ridge:** "the battle that saved Missouri for the Union" — and one in which French-speaking Louisians and Indians fought beside Southern troops in an engagement against Federals from throughout the North — many of whom spoke German as their first language.

**George Washington Carver:** the story of a man whose thirst for knowledge overcame barriers of racial inequality that not only helped "unlock the golden door of freedom" for

his people, but also resulted in influencing the transformation of the agricultural Deep South from dependence on cotton to one of agricultural diversity which aided all people.

**Buffalo River:** the reflection of a way of life preserved . . . of lifeways and a culture that resisted time and change felt by the rest of our country . . . where now, what we sought to escape once again appears attractive . . . tied together by a free-flowing river meandering through massive bluffs and fern-tressed waterfalls.

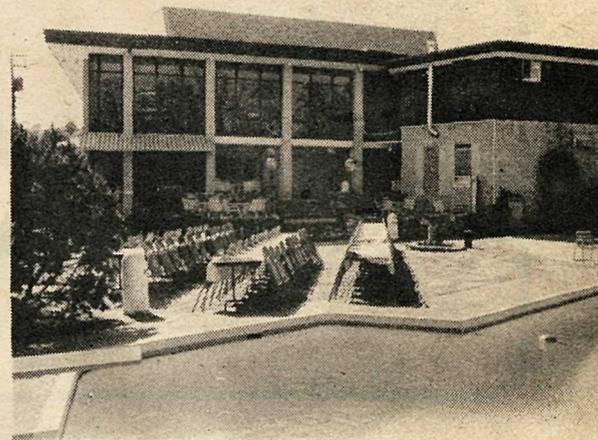
**Ozark Riverways:** the Jacks Fork and the Current River remain as wild as when Indians roamed the Ozarks — and where scars of man's past activity slowly are healing in the midst of quiet natural beauty.

**Fort Scott:** an area that has played an important part in many different aspects of our nation's Westward Expansion — first along the "Indian Frontier," the civil disturbance just prior to and during the Civil War, and the period of railroad construction in the 1870s.

**Hot Springs:** the Hot Springs area reflects a time when "medicinal waters" were much sought after, yet today one can find tranquility in adjacent wildlands that offer quiet hikes and solitude.

**Fort Smith:** the story of our country's development during the 19th century when soldiers, lawmen and citizens struggled to bring order and government to this part of the frontier.

**Jefferson National Expansion Memorial:** the "Gateway" to frontier development through which filtered fur traders and explorers, pioneers and soldiers, and the settlers that spread from here throughout the West.



## How to Get to Rendezvous 1980

Table Rock Lake is located just north of the Missouri-Arkansas border. Rock Lane Lodge itself is on Table Rock's north shore 11 miles west of Branson, Missouri.

For those choosing to fly, Ozark Airlines flies into Springfield, Missouri, 35 miles to the north of Branson and offers direct flights from Denver, Chicago, Dallas-Ft. Worth, St. Louis and Tulsa with connections through St. Louis to New Orleans, Atlanta, Tampa, Houston and Baltimore-Washington. For the WASO contingent, Ozark was trying to get approval for a direct flight out to Washington, D.C.

Once you get to Springfield, we plan to have shuttle bus service from the Springfield airport to Rock Lane Lodge. Please indicate on your reservation if you would like this service and when you might be arriving to give us an idea of scheduling.

If you drive, Interstate 40 runs east-west south of Table Rock and Interstate 44 east-west to the north through Springfield. U.S. 65 off either Interstate will bring you to Branson, Missouri. From there, travel west on State Route 76. Turn off at the Indian Point Road which will lead you past Silver Dollar City. Rock Lane Lodge access road is a mile and a half beyond, on the left.

## 1980 Ranger Rendezvous Rate Schedule

### Rock Lane Lodge

One person	
Single	\$23.40
Two persons	
1 bed	26.10
2 beds	28.80
One, two, three or four persons	
1 double bed plus double hide-a-bed	29.70
1 king-size plus double hide-a-bed	31.50
2 double beds	31.50
One, two, three or four persons - deluxe room	
1 king-size plus 1 double hide-a-bed	41.40
2 double beds	37.80

## ANPR — Who Is Eligible To Join

Membership in the Association of National Park Rangers is open to everyone who is interested in the park ranger profession. Send your first year membership dues of \$10.00 to:

Association of National Park Rangers  
Post Office Box 222  
Yellowstone National Park, WY 82190

## FOR RESERVATIONS . . .

It is imperative that we have reservations as early as possible. We need to give a firm commitment to Rock Lane Lodge by mid-August. Please make your reservations as soon as possible.

Send reservations to:

Joan Anselmo  
Association of National Park Rangers  
P. O. Box 222  
Yellowstone National Park, WY 82190

There are . . . . . people in my party.

We will arrive . . . . . and wish lodging through the night of . . . . .

We desire budget . . . . .

  standard . . . . .

  deluxe . . . . . accommodations.

We will be camping only and will need . . . . . sites.

Name . . . . .

Address . . . . .

Comments . . . . .

# FIRST NPS WOMEN'S CONFERENCE



by Claire Harrison

In accordance with the Association's endorsement of the Women's Conference, the Executive Committee elected to send an observer/representative to the conference. I was asked to attend and to 1) represent the lower grades of technicians and rangers in discussions, 2) make ANPR known to the conferees, and 3) to submit a written report to the Association outlining the accomplishments of the conference. I made a formal announcement concerning the Association and also explained its role in NPS to several conferees individually. The concerns of the technicians and rangers were also voiced on several occasions.

I must admit I attended the conference expecting little other than the opportunity to do the above and to meet other women in the system. However, many serious problems were considered. Interestingly, only 10 of the 41 recommendations dealt with primarily women's concerns. Many viable solutions were presented to larger problems, and the Director and his staff seem to be determined to act on many of them.

ANPR members are strongly encouraged to respond to these proposals to the regional attendees, Regional Directors, or to Rick Smith. My sincerest thanks to you all for allowing me the opportunity to share in such a unique, and hopefully, productive event. Please join me in watching for improvements generated by the attention focused on these servicewide problems by the Women's Conference.

## Recommendations From Women's Conference

### GENERAL CONCEPTS

- Endorse Director Whalen's commitment to complete research of history of NPS women.
- Recommend reconvening of second women's conference in 1 year.
- Recommend actions presented/approved at conference be included in NPS long term management plan.

### COMMUNICATIONS

- Recommend establishing a directory of NPS women.
- Recommend full time women's coordinator for each region.
- Recommend sending Women in Action (FWP newsletter) to all employees.
- Recommend mini-conferences on each region as conference follow-up.
- Recommend information on women be distributed through video tapes, Courier, including other agency information.
- Recommend study and improvement of all NPS communication systems, including blue envelopes, vacancy announcements time frame, "hot lines."

### BARRIERS AND GEOGRAPHIC MOBILITY

- Recommend the establishment of geographic complexes to improve family relocations, career ladders, etc., without extensive moving.
- Recommend that each region have a career counselor for relocation assistance.
- Recommend demonstration of lack of qualified in-house personnel before high level positions are filled from outside.
- Recommend establishment of "bridge positions" for secretarial series into other series.
- Recommend pre-management training program for GS 5-9.

### UPWARD MOBILITY

- Recommend compilation of information package on upward mobility.
- Recommend supervisors be informed on availability of training from WASO relative to upward mobility personnel.
- Recommend upward mobility goals be established.
- Recommend a system be established to account for upward mobility implementation.

- Recommend regional training offices be responsible for developing upward mobility training plans.
- Recommend setting aside certain slots in national classes for upward mobility personnel.

### RECRUITMENT

- Endorse the new Federal Equal Opportunity Recruitment program.
- Recommend overhaul/review of computer programs so that statistical information is more available to the field.
- Recommend utilization of women in non-traditional roles including maintenance, law enforcement.
- Recommend study of alternate methods of recruitment such as internal testing authorities, cooperative ed, conversions, etc.

### TRAINING

- Recommend a statement from WASO Training outlining when training can be given (job related or not? etc.).
- Recommend serious attempt to develop IDPs for all employees.
- Recommend mandatory EEO training for all supervisors.
- Recommend that 20% of all vacancies be filled on a temporary basis to provide minorities with specialized experience.
- Recommend 60 day details at 25% of all regional parks for training to be filled competitively to provide supervisory experience for those in non-supervisory experience.

### MINORITY WOMEN'S CONCERNS

- Recommend establishment of goals in training programs (mid-level, etc.) for minority women.
- Endorse contacts with black colleges and minority training firms for training courses.
- Recommend identification or umbrella organizations which contain minority consulting firms such as American Mgmt. Assn.
- Recommend enforcement of IDPs especially providing training for wage grade employees to prepare for wage leader jobs.
- Recommend annual assessment of NPS minority women's profile by Director, Deputy Director, and EEO Chief.
- Recommend increased upward mobility funds.
- Recommend forming a task force to study adjustment problems of minority women in remote areas.

## 025-026 Update

On April 14, 1980, Ray Moran, OPM, kicked off the 025-026 standard study at a meeting with Mary Jackson and Seymour Kotchek. OPM has sent notification of their study to the union presidents of AFGE, NAGE and NFFE; the Executive Director of the AFL-CIO; and to the Director of Personnel, Department of Army. (Army currently has 714 jobs in 025! plus 411 in 026.) Notification is also being sent to the National Parks and Recreation Association. Mr. Moran has requested sample position descriptions for representative 025 and 026 jobs throughout the Service, and we are in the process of getting these from the field and WASO Headquarters.

## Wanted — ANPR Photographs

We need good quality, black and white photographs for the ANPR Newsletter.

Any subject will do, but we are particularly interested in historical aspects of ranger activities, scenery, etc. We would like to develop a photograph file so send a copy to:

Rick Gale  
P.O. Box 206  
Grand Canyon, Arizona 86023

## DUANE McCLURE

1945-1980

Member, Association of National Park Rangers  
Supervisory Park Ranger, Grant Village, Yellowstone National Park

Missing and presumed dead, Duane was on a solitary canoe patrol on May 22, 1980, from Grant Village to Solution Creek on the West Thumb of Yellowstone Lake when he failed to return. Initial search efforts found a swamped canoe, life preservers and paddles. An extensive, week-long search failed to turn up additional information. Duane was a six-year ranger in Yellowstone and was known by his peers to be a thorough, meticulous and prepared ranger, and a cautious canoist. His presence will be missed.

*"I have clinched and closed with the naked North, I have learned to defy and defend; shoulder to shoulder we have fought it out — yet the Wild must win in the end."*

— Robert Service

A memorial fund is being set up in Yellowstone. Contributions can be made to the Duane McClure Memorial Fund, in care of ANPR, P. O. Box 222, Yellowstone National Park, Wyoming 82190.

## Association of National Park Rangers

### Officers

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Elaine D'Amico	C & O Canal	Vice Pres., East
Tony Bonanno	Zion	Vice Pres., West
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Southwest	Margaret Littlejohn	Big Thicket
Rocky Mountain	Bob Howard	Grand Teton
Western	Cliff Chetwin	Pinnacles
Pacific Northwest	Dan Sholly	Crater Lake

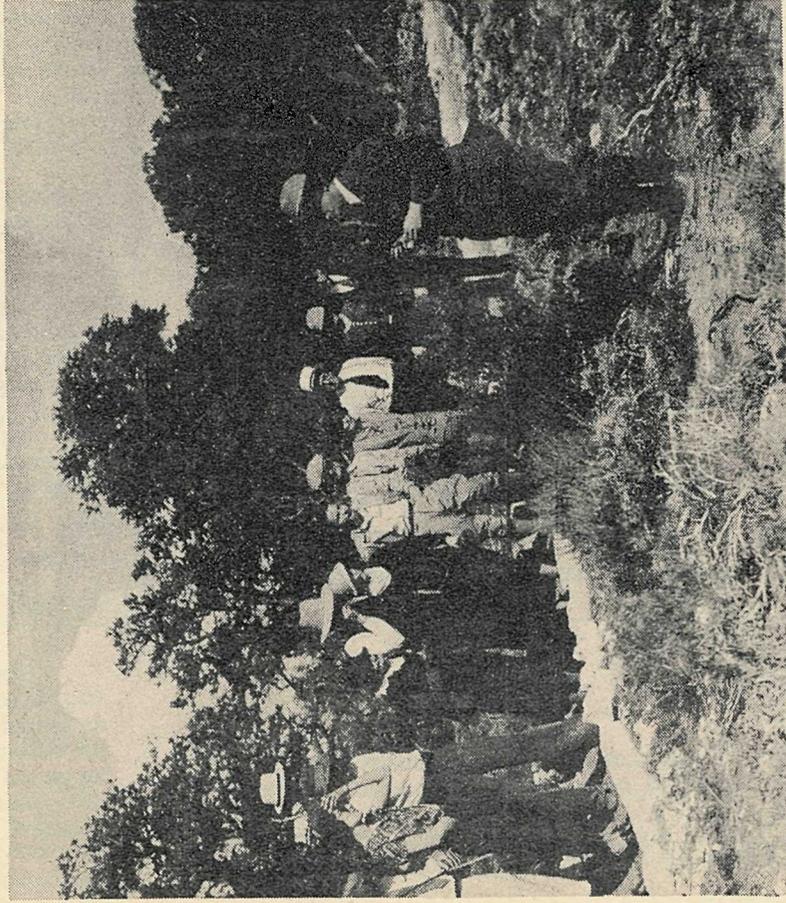
### Editor, ANPR Newsletter

Rick Gale	Grand Canyon
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### Publishing Consultant

T.J. Priehs	Grand Canyon Nat. History Assoc.
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