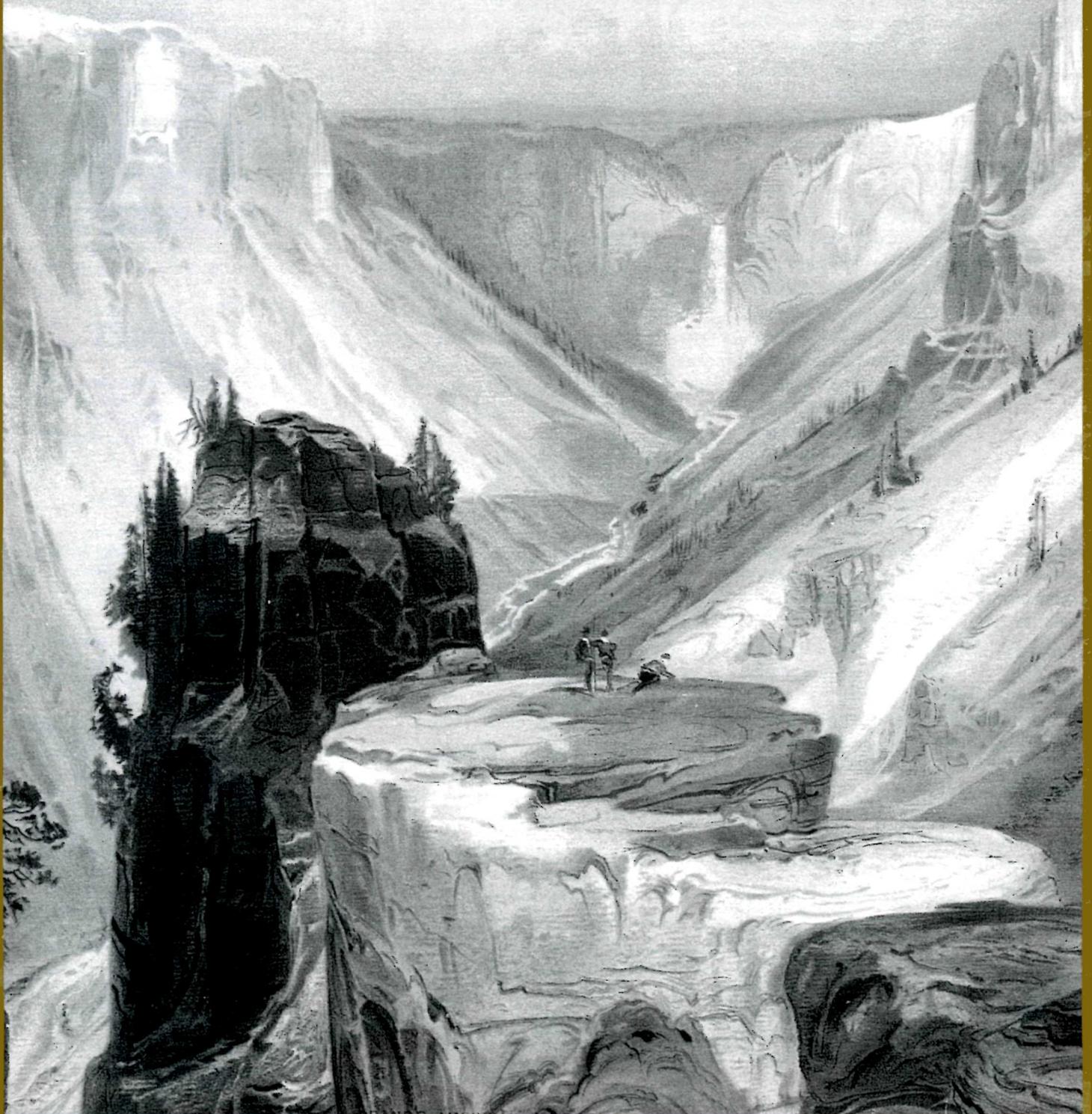


# RANGER

The Journal of the Association of National Park Rangers

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Vol. XIV, No. 4    Fall 1998





**Your Views Are Wanted!**  
 Letters to the editor are welcomed. Signed letters of 100 words or less may be published, space permitting. Please include address and daytime phone.  
*Ranger* reserves the right to edit letters for grammar or length. Mail to **Editor**, 26 S. Mt. Vernon Club Road, Golden, CO 80401, or e-mail to [fordedit@aol.com](mailto:fordedit@aol.com).

**Letters**

**Resource Myopia**

I read with great interest Dick Sellars' "Enhancing Natural Resource Management" and the article on the same subject by Bob Krumenaker in the Spring 1998 issue of *Ranger*. As an admirer of Sellar's fine history of natural resources management in the NPS, I criticize his work with considerable regret, because there is much in his writing to admire and much in his advice to support. However, both of these articles make what is for me a very serious mistake that could in fact have tragic consequences.

Not once in either of these articles do the words "historic resources" or "cultural resources" ever appear! The entire world of historic preservation has fallen between the cracks!

Though I share the view, expressed in my own book, "Our National Park System," that natural resources and science-based decision making have for a long time been shortchanged in park management, it would be a terrible mistake to push the management pendulum so far in one direction that what is essentially half the mission of the National Park Service is relegated to some lesser place in the organizational structure or in budgets, priorities and planning.

I must further take issue with the proposition that superintendents and other top-level management officials should be dominated by natural resource-oriented people. They should first and foremost be *managers*, men and women with the professional capacity to integrate the wide variety of

disciplines and skills needed to manage the complex resources and forces that make up the parks.

If natural resource management has been a neglected stepchild in the past, it is time to remedy that status, but it is not necessary to give it special access to top management or special status on the list of priorities in some distorted form of affirmative action to make up for past mistakes. If the Sellars' recommendations were in fact adopted as proposed, the resulting dominance of a single management orientation could serve as strong justification for reconsidering the role of NPS in historic and cultural preservation — an argument no one, least of all the cultural resources themselves, can win.

The care of the parks requires a long list of disciplines and skills properly to manage each park in a necessary mixture of sensitivity to both natural and cultural values for which there are few pat answers. Sellars' prescription is good medicine only if taken in the context of a balanced diet that not only recognizes the place of preserving natural resources, but also the *equally* compelling responsibility to preserve our cultural heritage. Most parks are, in fact, a subtle blend of both.

Sellars' and Krumenaker's myopia must not crowd out a wider vision.

— *Dwight F. Rettie*



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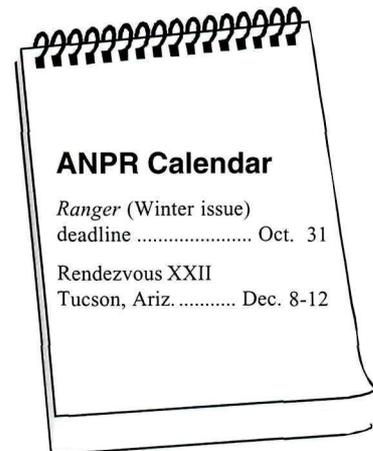
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**ANPR Calendar**  
*Ranger* (Winter issue)  
 deadline ..... Oct. 31  
 Rendezvous XXII  
 Tucson, Ariz. .... Dec. 8-12

# RANGER

The Journal of the Association of National Park Rangers

Vol. XIV, No. 4

Fall 1998

*Ranger* (ISSN 1074-0678) is a quarterly publication of the Association of National Park Rangers, an organization created to communicate for, about and with park rangers; to promote and enhance the park ranger profession and its spirit; to support management and the perpetuation of the National Park Service and the National Park System, and to provide a forum for social enrichment.

In so meeting these purposes, the Association provides education and other training to develop and/or improve the knowledge and skills of park rangers and those interested in the profession; provides a forum for discussion of common concerns of park rangers, and provides information to the public.

The membership of ANPR is comprised of individuals who are entrusted with and committed to the care, study, explanation and/or protection of those natural, cultural and recreational resources included in the National Park System, and persons who support these efforts.

ANPR's official address is P.O. Box 108, Larned, KS 67550-0108. Members receive *Ranger* as part of their membership dues. Consult the inside back cover for membership and subscription information.

## Submissions

Prospective authors should contact the editor or editorial adviser before submitting articles. Editor, Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401, (303) 526-1380 or [fordedit@aol.com](mailto:fordedit@aol.com). Editorial adviser, Tony Sisto, (206) 285-8342 or (360) 699-9307 or [anprpisto@aol.com](mailto:anprpisto@aol.com).

## Deadlines

Spring issue ..... Jan. 31  
 Summer issue ..... April 30  
 Fall issue ..... July 31  
 Winter issue ..... Oct. 31

Submit copy to editor in WordPerfect 7.0 (or earlier versions) or Microsoft Word format on computer diskette, or send to [fordedit@aol.com](mailto:fordedit@aol.com).

## Advertising

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**Cover:** Lower Falls, Yellowstone, by Thomas Moran; print courtesy of Yellowstone National Park.

## President's Message

The law enforcement community was once again reminded of the seriousness of their jobs and its potential dangers with the recent tragic slaying of the two U.S. Capitol police officers. Protecting the public and others from harm was only a part of their job. They were also there to allow free and safe public access to the nation's Capitol, both as an historic structure and as a symbol of freedom. They served with honor.

The NPS family was similarly shaken this summer by the equally tragic murder of Great Smokies park ranger Joe Kolodski (see page 9). Responding, as was his job, to a report of a man with a gun, Ranger Kolodski was fatally shot in the line of duty. Like the Capitol murders, Kolodski was also protecting the safety of visitors and the ability of people to travel freely and safely through the national parks. He, too, was courageous and served with honor.

Law enforcement training is one of the primary tools of the agency. The continuing importance of annual LE refreshers, and of the core training course at FLETC, are only part of professional training opportunities. The FBI academy has provided graduate level training for decades, with many NPS rangers having had the privilege of attending. The article on the academy in this issue tells the history of our professional cooperation between the FBI and NPS.

While all the training in the world can't guarantee immunity from senseless murders of law enforcement officers, it can help to make certain that any actions taken will be done with the highest professionalism and safety. The NPS owes this to its rangers and to the visitors.

As we approach the 21st century, the park ranger with law enforcement duties in the parks across the nation are a part of what Yellowstone Gamekeeper Harry Yount recommended to Superintendent Norris in 1881 as a "small and reliable police force, . . . seeing that the game is protected from wanton slaughter, the forests from careless use of fire, and the enforcement of all the other laws, rules, and regulations for the protection and improvement of the park."

During my time in the Service, there has been much change in NPS law enforcement. For the better. With "Ranger Futures" and "Ranger Careers" and 6c recognition, the NPS has finally begun to reach equality with other agencies and similar professions. We are now paying field rangers — in both protection and interpretation — salaries that are commensurate with our jobs of resources protection and visitor service. Unlike many other agencies with law enforcement responsibilities, we are given the added responsibility to protect and interpret the natural and cultural resources that this nation has determined are among the most significant in its history. Indeed, this resources protection responsibility was key in the Ranger Career program's success.

Our unique situation in being asked by Congress to protect a national heritage, in some of the most popular and sought-after locations in the country, has led us to work with the NPS because of our overall commitment and belief in the benefit of parks for all generations. We need to keep our message current, relative, professional and alive for those we supervise and those just beginning a career with the NPS.

Ranger Joe Kolodski, I imagine, understood these principles. We owe him our lasting respect. □

*Deanne J Adams*

# National Significance & New Parks

## NEW BEDFORD WHALING NATIONAL HISTORICAL PARK

By John Piltzecker, Mike Caldwell  
and Arthur Bennett  
New Bedford Whaling NHP

*ANPR has, for many years, been keenly interested in the establishment of new areas to the National Park System, and the criteria by which they are judged to be "nationally significant." The following vignettes focus on two new park areas that were established in the 1996 Omnibus Parks Act, and those park managers' descriptions of park purpose and significance.*

**I**n January of 1841, a 21-year-old seaman named Herman Melville set sail aboard a whaling ship on one of the most important sea voyages in American literature. The book inspired by that voyage was *Moby Dick*, and the port from which Melville sailed was New Bedford, Mass.

It isn't surprising that Melville chose New

Bedford as his point of embarkation. The city was the whaling capital of the world. The whaling industry that flourished in Melville's New Bedford had been born many years before and was to continue growing for another decade and a half. More whaling voyages sailed out of New Bedford in the 1850s than out of all the other ports in the world combined. New Bedford provided both the oil that fueled the nation's lamps and the lubricants that kept the wheels of its Industrial Revolution turning.

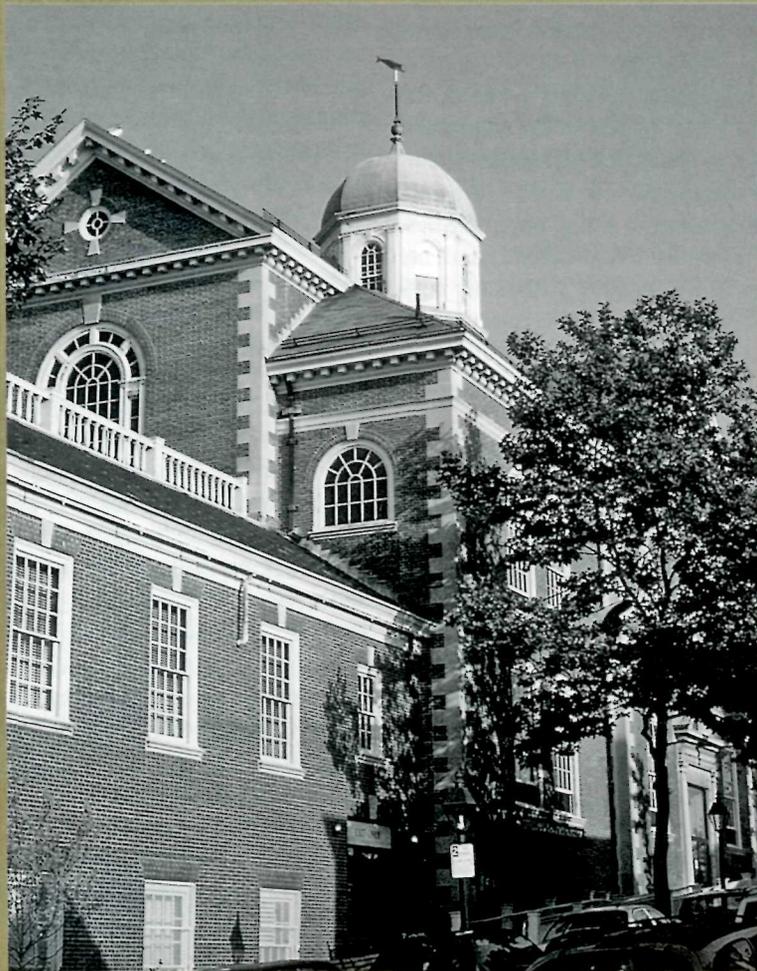
Today, New Bedford is a city of nearly 100,000. Its waterfront is home to one of America's premier fishing and scalloping fleets, and its historic districts preserve the stories of whaling merchants, maritime workers and the many people who found New Bedford a port of entry and opportunity.

### The National Historical Park

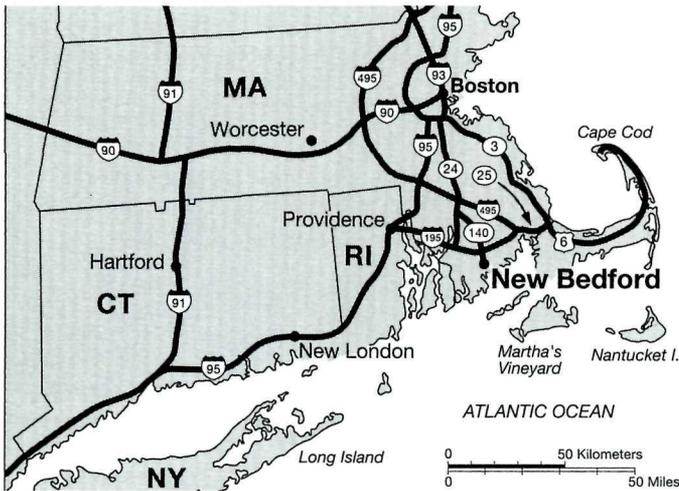
A 1991 study conducted by the National Park Service found New Bedford's whaling-era resources nationally significant. In 1996 Congress established New Bedford Whaling National Historical Park as part of the Omnibus Parks and Public Lands Management Act of 1996.

The park consists of a 13-square block National Landmark District, which includes 69 historic structures. Included in the district is the park visitor center, built as a bank in 1853; the New Bedford Whaling Museum, the world's largest museum devoted to the history of American whaling; and the Seamen's Bethel, made famous as the whalers' chapel in *Moby Dick*. The park also includes the historic schooner *Ernestina*, built in 1894; and the Rotch-Jones-Duff House and Garden Museum, a whaling merchant's home built in 1834. The park's enabling legislation also designated an affiliated area in Barrow, Alaska, to commemorate the more than 2,000 whaling voyages from New Bedford to the Western Arctic.

In New Bedford, the NPS works in partnership with municipal and non-profit partners to preserve and interpret the nationally significant resources that make up the park. Financial assistance through cooperative agreements requires substantial non-federal



**NEW BEDFORD WHALING MUSEUM:** A major partner with the NPS, this museum holds one of the world's largest whaling and maritime history collections.



has been visited by more than 2,000 people and visitation to sites within the park has increased by 30 percent from last year. The visitor center is open seven days a week and walking tours of the historic district are offered daily.

The partners in the park have joined together to produce a wide range of programs. The NPS cosponsored the Maritime Heritage Festival and other events,

which attracted more than 50,000 people to the park. Twenty-five teachers will be introduced to the park's resources through "Portraits of a Port," a three-week institute funded by the Massachusetts Department of Education. High school students will participate in a summer "theatre in the park" interpretive project and junior high students will produce a junior ranger program and a website for kids. The city of New Bedford has dedicated a special uniformed maintenance crew for the park.

More than 1,500 people participated in the dedication of the park May 17 of this year. Events included Portuguese, Cape

Verdean and maritime folk music, but the highlight was a concert at the Zeiterion Theatre in downtown New Bedford featuring a 78-piece orchestra and a 250-voice chorus.

Preservation and rehabilitation of the park visitor center will include a new roof, brownstone and masonry repair, an accessible entrance and restrooms, interior preservation and exhibits. The project will be matched on a 50-50 basis with contributions from non-federal sources.

In addition to programming and construction, the park is working on an oral history project called "Faces of Whaling," which will document the stories of whalers of Portuguese, Azorean, Cape Verdean and West Indian descent. The park has also received funds through the Underground Railroad Initiative of the NPS to document New Bedford's role as a major station on the Underground Railroad. Among the fugitives who found safe haven in New Bedford was Frederick Douglass.

In New Bedford, the untold stories of those who went to sea and those who stayed ashore continue to unfold through research, programs and events. Outreach to the affiliated area in Alaska has just begun. Exciting projects under way in the city complement the efforts of the NPS and its partners. A

*(continued on next page)*

matching funds. Federal property ownership is limited to what is needed for essential visitor contact and interpretive facilities. A general management plan for the park will be completed at the end of 1999.

### A Partnership at Work

With a limited budget, a staff of two permanent and two seasonal employees, and a dedicated staff of nearly 70 volunteers, daily operations and programming at the park are well under way. Highway and directional signs are up, an introductory video has been completed and the park's official brochure is in production. The park website

# WASHITA BATTLEFIELD NATIONAL HISTORIC SITE

By Sharon Cotal  
Washita Battlefield NHS

**"Let us take this time worn battleground And into a park we can make it."**

**T**he cultural collision between pioneers and Indians had been going on for decades on the Great Plains, but reached its peak following the Civil War when land-hungry settlers began penetrating the plains in increasing numbers, encroaching upon tribal hunting grounds. Indians could no longer retreat beyond the reach of whites, and many chose to defend their freedom and lands rather than submit to reservation life.

In response to the Indian raids against white settlements in Kansas, Maj. Gen. Philip H. Sheridan sent the 7th Cavalry, led by Lt. Col. George Armstrong Custer, on a winter campaign to attack the Indian tribes at their most vulnerable time. Custer marched south on Nov. 23, 1868, with about 800 troopers, traveling through a foot of new snow.

He encountered his first Indian encamp-

ment on the banks of the Washita River in what was then Indian Territory. The camp belonged to a group of Cheyennes led by Chief Black Kettle, widely known for his pursuit of peaceful coexistence with whites. In fact, the chief had just returned from Fort Cobb seeking peace and protection.

Nevertheless, at dawn on Nov. 27 Custer's troopers attacked the sleeping village and killed a number of men, women and children including Chief Black Kettle and his wife. Once attacked, the Cheyennes defended themselves and killed 22 soldiers. Following the battle, Custer ordered the slaughter of the Indian pony herd (more than 800 animals) and burned the entire village, including the Cheyenne's winter supply of food and clothing. Fifty-

*(continued on next page)*

## NEW BEDFORD —

highway separating downtown and the waterfront will be mitigated using ISTEA funds. A world-class aquarium is in the planning stages and the University of Massachusetts-Dartmouth hopes to relocate its art and music program to a vacant department store building within blocks from the park.

### New Parameters for Park Management

Certainly there are challenges to managing a new area, particularly an area where a substantial part of the resource is non-federally owned and managed, yet by law is the national historical park. NPS policy must be interpreted against a different set of parameters — from first amendment rights, to visitation statistics, to archeological and preservation issues, to the eligibility of projects through the different funding sources of the NPS. We are pleased to be pioneers of this new kind of partnership. If the first year is any indication, the park and its partners in New Bedford have a bright future. □



**WORKING WATERFRONT:** The NPS will work in collaboration with the commercial fishing industry so that visitors can experience a working waterfront. New Bedford is home port to one of America's leading fishing and scalloping fleets.

*John Piltzecker is superintendent, Mike Caldwell is supervisory park ranger and Arthur Bennett is*

*a Volunteer in the Park (VIP) at New Bedford Whaling NHP.*

## WASHITA —

three Cheyenne women and children were taken captive and weren't released until the following summer.

The attack at Washita was a milestone in the struggle of the Great Plains tribes to

maintain the freedom of their traditional ways — a struggle they eventually lost. After the incident, Custer, who was already known for his exploits during the Civil War, gained a reputation as an aggressive Indian

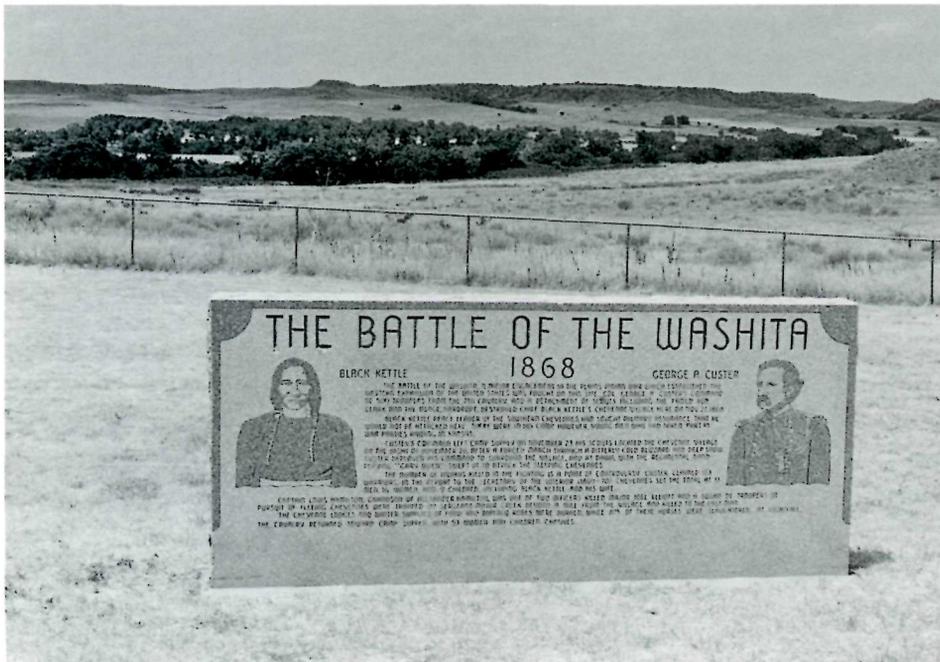
fighter. This would later lead to his doom at the Battle of the Little Bighorn.

Today the Washita site, two miles west of Cheyenne, Okla., is a deeply meaningful place and has spiritual significance to the many Cheyenne who still live in the area. Over the years several attempts were made to provide national park status to the battle-site. As early as 1930, a poem appeared in the local newspaper, *The Cheyenne Star*, which included the lines:

“Let us take this time worn battleground  
And into a park we can make it.”

But legislation introduced in the 1920s and 1930s never passed, and it would take until Nov. 12, 1996, for the people of Cheyenne to realize their dream of having the battlefield recognized as a National Historic Site. A petition drive, a letter campaign and legislation drafted by Congressman Frank Lucas, a lifelong resident of the area, were credited with the eventual success of the proposal.

The National Park Service now manages 300 acres, which comprise the core of the battlefield. This area is believed to include



the site of Black Kettle's encampment, Custer's command post, and troop and Indian positions recently discovered during surveys of the battlefield. The three-acre overlook area that the state donated to the park contains a brick pavilion, two picnic shelters and two parking lots. The Park Service offices are housed in the state-maintained Black Kettle Museum in the town of Cheyenne until alternate office space can be acquired and until a visitor center is built. The park is staffed by two permanent and two seasonal employees.

In order to succeed, the project must be a partnership of the NPS, the Cheyenne tribe and the local community. Local residents were instrumental in the creation of the park and are still consulted in the day-to-day planning of the battle site. Comprehensive interpretive plan meetings were held in Cheyenne last February and May, with tribal members and Cheyenne residents in attendance to offer their views to the NPS about the future of the park. A general management plan should be completed in 1999 or 2000.

It is hoped that the battlefield will become a place where visitors can come to show respect for the lives that were lost, and also to learn about the history of Indian life on the Great Plains.

Meanwhile, tours of the battlefield are given daily. Trails have been developed and visitors can walk through the site with a ranger and hear the tale of the battle while strolling across the field once trod by Custer and Chief Black Kettle. The ridgeline used by Custer to shield his presence from the Indians is still visible today, and the Washita River still flows by the area where Chief Black Kettle made his camp. Visitation at the Black Kettle Museum is up, and potential visitation may reach as high as 100,000 when the park is developed and more visitor services are provided.

The Battle of the Washita in 1868 was an intense struggle between the Cheyenne tribe and the United States government. Now, the two are working together to create a park that brings healing and education to visitors from around the world. □

*Sharon Cotal is a Volunteer in the Park (VIP) at Washita Battlefield NHS.*

## At the Pleasure of the Senate

**I**t was 10 years ago this past July 3 that Tony Bevinetto, staff assistant on National Park Service issues and policy in the U.S. Senate, died of cancer.

He worked in various capacities in the Senate for 12 years prior to his death. It was in this arena that he made his most significant contributions to the NPS.

Prior to his time in the Senate, Bevinetto worked for NPS Director Gary Everhardt in the Congressional liaison office. After joining the newly appointed Everhardt, Bevinetto was soon asked by then Wyoming Senator Clifford Hansen to join his staff on a detail.

Upon his death, the Congressional Record carried several eulogies to Bevinetto by members of both the House and Senate. More importantly, an amendment was placed in the fiscal year 1989 appropriations bill in the Senate to establish a Fellowship in Congressional Operations Program for employees of the NPS to be administered by the director

and to be named the Bevinetto Fellowship. This amendment was sponsored by members of both political parties. Bevinetto was loved and respected by everyone with whom he came into contact. His reputation was without blemish by members on both sides of the aisle. <sup>1</sup>

Since the establishment of the Bevinetto Fellowship, the NPS has placed nine candidates into the program, helping immensely the reputation of the NPS. After one year of service as staff assistant in the Senate, each fellow spends an additional year in the NPS Legislative Affairs Office in WASO before returning to a new assignment in the field or a central office.

In commemoration of Tony Bevinetto and the continuing success of this program, ANPR congratulates the Bevinetto fellows who have served to date, and commends the National Park Service for its continuing support of this program.

<sup>1</sup> Adapted from eulogy in the Fall 1988 *Ranger* by Gerry Tays, then congressional liaison, WASO.

### Bevinetto Fellows (and current position)

Bernard "Chick" Fagan	Senior Program Analyst, Office of Policy, WASO
Mike Hill	Superintendent, PETE
Vaughn Baker	Superintendent, LARO
Dave Mills	Superintendent, GAAR/YUCH
Sue McGill	Chief of Maintenance, GRSM
Kayci Cook	Superintendent, FOMC
John Piltzecker	Superintendent, NEBE
Steve Shackelton	Legislative Affairs, WASO (last year as fellow)
Darlene Koontz	U.S. Senate (first year as fellow)

# Strengthening Our Resource Protection Programs

## *Completing the Implementation of Ranger Careers*

By Clay Jordan  
Shenandoah National Park

W

hat should protection rangers be doing? Are they doing it? The questions are simple enough, but when asked, our responses throughout the National Park Service reveal an atmosphere of inconsistency and often confusion. Standing in the wings, able to capitalize on this situation, are critics who would just as soon dismantle Ranger Careers.

Our problem is not the vision of Ranger Careers. Our problem is that, as an agency, we never fully implemented it. We need to finish this work. We need to achieve consistency and accountability in our protection programs that: 1) meets the needs of each individual park in balancing resource protection and public use management, and 2) ensures resource protection is a core duty of each protection ranger.

Resource protection, of course, is not new to rangers. We have been protecting park resources since before the Organic Act was signed. What is new is the recognition, by personnelists, that what is required to accomplish this mission effectively is the knowledges and skills possessed by a higher-graded journeyman work force. Case in point: 10 years ago our law enforcement protection programs were typically based upon a fairly traditional police model. Rangers patrolled in their pursuit of deterring, detecting, and investigating criminal activity. When complex investigations were required we generally sought the assistance of criminal investigative specialists. Personnelists thus recognized a close correlation of the police functions of the park ranger with the police 083 series.

This law enforcement model may have been adequate to meet the Service's needs if the primary role of the protection ranger was limited to a public safety program aimed at protecting people and property. But it is not. In response to the Vail Agenda and other

symposiums rangers were handed a mandate: achieve greater effectiveness towards protecting natural and cultural resources. Towards *this* objective, we learned, a traditional police model is not sufficient. It required a specialized, multi-pronged approach to the job. Ranger Futures was born. Today, the GS-9 benchmark position description aptly describes the journeyman needed to do this job.

Ranger Careers provides an effective framework for meeting our goal of providing stronger resource protection programs. Many rangers and managers, however, feel the transition to the Ranger Careers vision is not complete. As an agency, we must demonstrate consistency and accountability in applying a new protection model with resource protection close to its core. Four years since the SF-50's were cut and we are still in transition? Yes, and this is reasonable. Ranger Careers was truly a holistic reshaping of the protection ranger profession. It was not a paper exercise designed to artificially inflate ranger salaries. With an agency this complex we must complete this process carefully. Neglecting our public safety responsibilities, while we strengthen our resource protection programs, would be unacceptable.

For the moment, our path towards completing this transition is blocked. We have not achieved consensus on what an effective resource protection program looks like within the Ranger Careers framework. Nor have we clarified how we are to balance resource protection with the other critical functions rangers do. Although many protection programs in the Service may be right on the mark, other programs aren't there yet.

Protection programs that almost entirely exclude resource protection activities do not capture the Ranger Careers vision. Recently, a district ranger observed that his staff was so busy responding to calls that they did not have time to "do resource protection." In his office he has a box full of

## PERSPECTIVE

hunting arrows—collected from roadsides—demonstrating heavy poaching pressures in his area. Though frustrated, he recognizes that he cannot strengthen his resource protection program at the expense of ignoring visitor distress calls. Sound familiar? Like other understaffed managers throughout the Service, he has to apply "brushfire management" to the problems in his area. As a profession, though, the risk of this condition is two fold: first, if we are unable to allocate appropriate resources to do the job, we cannot meet our mandate of better protecting park resources; and second, if rangers in such districts are not fully performing within their pd they are at risk of an OPM audit. Solutions are not easy, but, if we are to preserve the integrity of Ranger Careers, we must find the means to support these leaders. Besides marketing for more dollars we must also continue to explore alternative ways to meet our demands. For example, are we using enough lower-graded technicians, from other series, that could allow a re-focusing of the work load of the 025?

Protection programs in which the "resource education" mandate translates into requiring protection rangers to *regularly* provide *formal* interpretive activities may also be missing the mark. Resource education is a significant component in the protection ranger's benchmark pd. This is good. Resource education *is* essential in any program designed to reduce degradation of the resource. But just what is expected of the protection ranger? We have heard it suggested that "resource education is *the* grade controlling factor in the protection benchmark pd." Many responsible managers, wishing not to jeopardize the grade of their rangers, have interpreted this statement to mean that protection rangers should be doing *formal* interpretive programming on a *regular* basis. This is inappropriate *if* this role of the protection ranger did not best meet the needs of the park. We hire professionals who are specifically skilled and talented to do this work. Was it the intent of Ranger Careers to base much of a park's *formal* interpretation and education program on protection rangers who have graduated Interpretation 101? No. Does meeting the grade require it? It does not. To support

this view we can turn to the “Classification Justification” for the protection benchmark pd. Released by the WASO personnel office in 1994, this document accurately reflects the vision of Ranger Careers. Through this document personnel argued that the grade is based upon a combination of factors, not solely upon one. Furthermore, the document reveals no evidence that conducting *formal* resource education programs plays a role in justifying the grade. What then is the role of resource education in the protection ranger’s pd? This document offers us some guidance:

“A principal purpose of this Ranger position is to protect the park resources through the use of law enforcement methods and techniques and through the use of resource education (*as a tool in helping to deter and prevent crimes and other violations*).” [em-

phasis added]

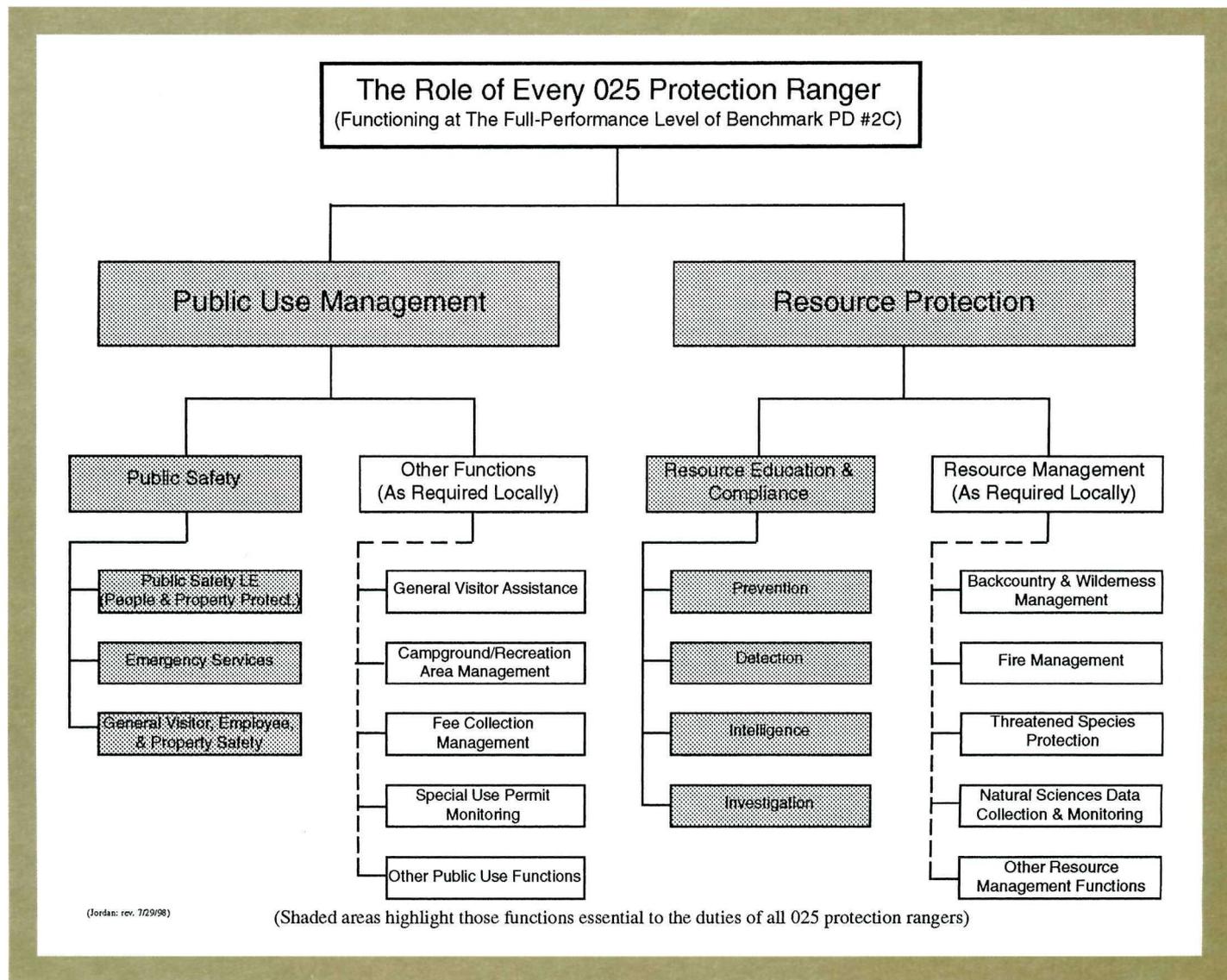
Professionalism requires us to focus on what we need protection rangers to do the most. Should then a park have the flexibility to include formal interpretive programming in the regular duties of all its rangers? Absolutely. As long as it best meets the needs of the park and rangers have the time and tools to develop competence to the same professional standard as our interpretive ranger counterparts. For most park programs an informal, conversational level of resource education, with occasional formal activities, meets the vision of Ranger Careers. Occasional, formal activities might include addressing special interest groups whose activities directly affect park resources.

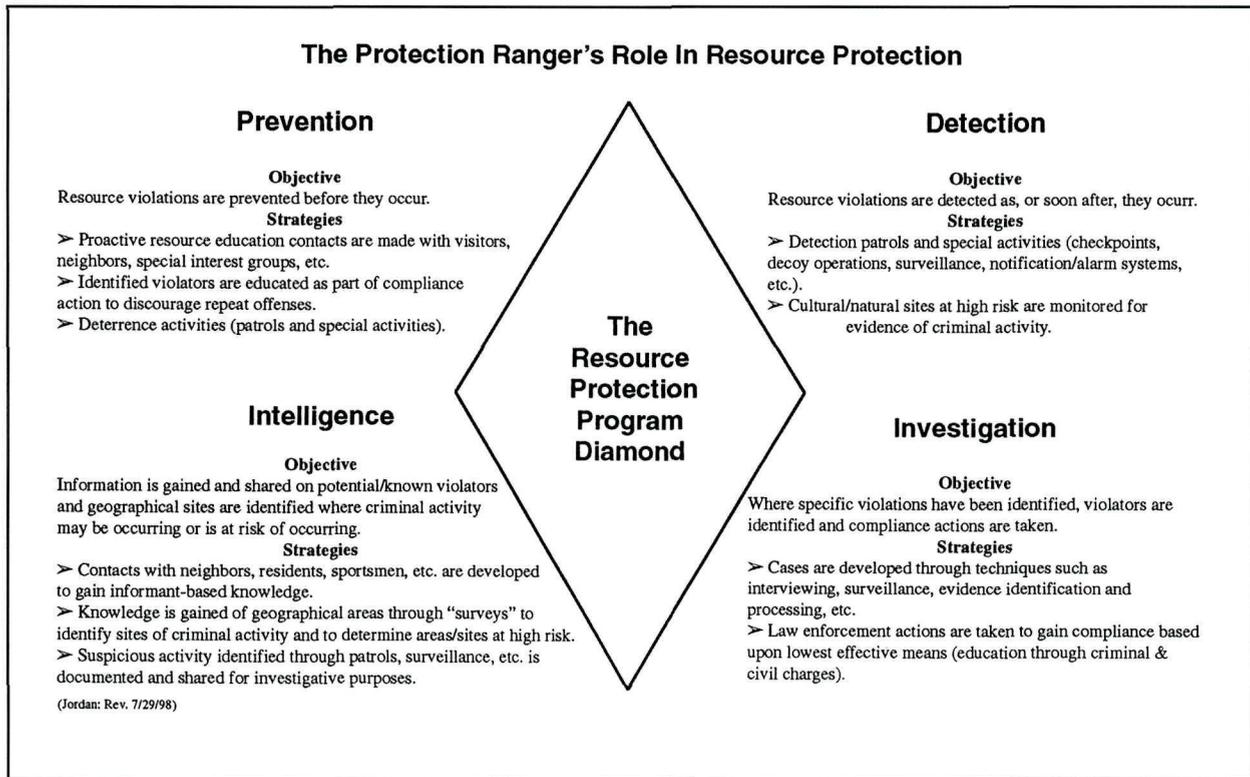
As discussed, a major objective of Ranger Careers was to customize the 025 position to best meet each park’s mandate to better

protect its resources. If we are to meet this objective consistently throughout the Service, we should consider taking four steps to complete implementation of Ranger Careers:

**Step 1 — Create A Model Which Defines The Servicewide Protection Program**

First we need to agree upon what a successful public and resource protection program looks like. Next we need to assist folks within and outside the ranger ranks to visualize it. This may be done with one or two models. The model(s) would describe those duties that vary from one area to another. It would also identify those activities critical to the performance of *all* protection rangers. A model describing the Servicewide program may look similar in format to **Figure 1** below. This example attempts to simply





visualize the big picture of Ranger Careers. **Figure 2** (above) is an example of what a submodel may look like for visualizing the specific role of the protection ranger in resource protection. Its purpose here is to serve only as a launching point for further discussion of the concept. The diamond shown here symbolizes that *all* protection rangers should support *all* legs of this program in order to achieve an effective program. Similar submodel(s) can be developed on the Public Use Management side of the chart. As long as protection rangers individually support all of the components critical to an effective program, they need not live in fear of OPM audits—they are performing well within their pd's. More important, they are doing what the mission of the NPS requires.

Specific operations, if any, that *cannot* meet the needs of an individual park area while operating within the Ranger Careers framework should be identified and creative solutions found. If such exceptional operations exist, we should find position management solutions in order to preserve the integrity of Ranger Careers. We can expect that critics to Ranger Careers will attack our weak links.

### Step 2 — Customize The Program To Meet The Individual Needs of Each Park Area

A well-engineered Servicewide model should capture the major duties rangers do and identify those components critical to the programs of all park areas. This should then serve as a framework for each specific protection operation to develop (or formalize) a program that meets the individual needs of each area. Obviously, this will vary not only from park to park, but sometimes from one operation to another within the same park area. The Servicewide model(s) would identify those functions critical to every program, but each park would determine the *balance* between all of these functions. A frontcountry ranger would essentially support the same essential components as would a backcountry ranger. However, the balance of how they spend their time may differ tremendously. A Glen Canyon ranger may be engaged in a 80/20 percentage split between public safety and resource protection, and a Denali backcountry ranger the reverse. Each of them, though, is fully performing within the Ranger Careers vision.

This same local assessment of balancing duties should be applied to the resource

protection submodel as well. The Servicewide model may define that all rangers would support all legs of the diamond, but again the balance will vary. For example, in an area with criminal activity at a volume and complexity to justify criminal investigator positions, rangers may be directed to do less investigation and intelligence gathering and more detection and prevention. Likewise, protection rangers working in areas with little potential criminal activity may engage in a higher degree of formal resource education (prevention) than parks with intense activity.

At the park level, the media for carrying out this customization should be a Protection Needs Assessment of sorts. We must ensure to base the activities of rangers upon the actual needs of the park and not upon personal perceptions of what is required by the pd. This way we ensure that the dog wags the tail and not the other way around.

### Step 3 — Create A Plan For Carrying Out The Program

Develop a plan that guides all levels within the organization by providing a consistent framework for protection programs. The model itself could be formatted to include

clearly stated objectives and strategies at the Servicewide level (such as Figure 2). Specific tactics would then be developed at the park program level based upon the needs assessment for that area. A good plan not only identifies exactly what is expected of protection rangers; it also provides a basis for accountability.

An example of a single component of the plan may look something like:

*Objective (Servicewide):* Gain and share information on potential or known violators, and identify geographical sites where criminal activity may be occurring or at risk of occurring.

*Strategy (Servicewide):* Contact neighbors, residents, sportsmen, etc. to gain informant-based information.

*Tactics (developed locally):*

➤ Zone boundary areas so that backcountry rangers can focus on a smaller area for gaining intelligence.

➤ Backcountry rangers will attempt to develop several new contacts weekly and will build relationships among park neighbors and hunters in their area in order to gain information on illegal activity.

➤ Log incidental intelligence information in "Intelligence" section of shift report. Document extensive or sensitive information in "Investigative Notes" file. Make criminal investigative database entries upon "reasonable suspicion."

A separate implementation plan can then be developed at various levels of the organization to determine what equipment and skills are necessary to achieve and maintain success in carrying out the components of the plan. Ranger Competencies should play into this task.

#### Step 4 — Create Systems of Accountability

Through the Government Performance and Results Act, Congress has charged us to demonstrate accountability by measuring our achievements based upon actual results and not process. Closer to home, a strong

measure of consistency and accountability is our best defense against those who would reverse Ranger Careers. When applied to ranger work, focusing on results means measuring a ranger's accomplishments, not upon the number of hours spent in the field, but upon the results achieved during that activity.

Once the plan is developed down to the local operation, the next step is to describe how results are measured for each individual tactic applied by a ranger. There is much room for creativity here. The tactics and result measurements may be engineered into each ranger's critical results. Shift reports may be designed to make it easier to track achievements. The plan, then, provides a framework for progress reviews. Hence, "Ranger Goodguy, what results can you point to in the area of 'intelligence gathering' since your last review?" The benchmark expects full performance rangers to be "responsible for determining what needs to be done, planning the work; interpreting and applying the laws, rules, regulations, and policies applicable to the work..." We should ensure that rangers have every opportunity to do so.

The protection plans may also provide a basis for operational reviews at higher levels of the organization. Through such means

we can then identify and address any accountability and consistency issues.

#### Conclusion

Despite the tremendous efforts by the engineers of Ranger Careers, there still seems to be much discussion and disagreement about just what it is protection rangers should be doing. Our goal, then, should be to set and communicate clear direction by designing or formalizing protection programs. These programs should consistently meet two criteria: one, that they meet the individual needs of each park in balancing its resource protection and public use management functions; and second, that core to the duties actually performed by all protection rangers includes protecting resources.

Why should we do all this? Until we fully meet the vision of Ranger Careers we will remain vulnerable to those critics who do not believe that the GS-9 journeyman grade and blanket 6c coverage are appropriate application of position management for rangers. More importantly, we may not meet our mandate of providing the best possible protection to the natural and cultural resources under our care. □

*Clay Jordan is the Central District ranger at Shenandoah National Park.*

## Great Smokies Ranger Loses Life on Duty

Friends of Ranger Joe Kolodski of Great Smoky Mountains National Park, who died on Father's Day, June 21, have established a memorial fund in his name. Kolodski had responded to a report of a man threatening visitors along the Blue Ridge Parkway when he was gunned down.

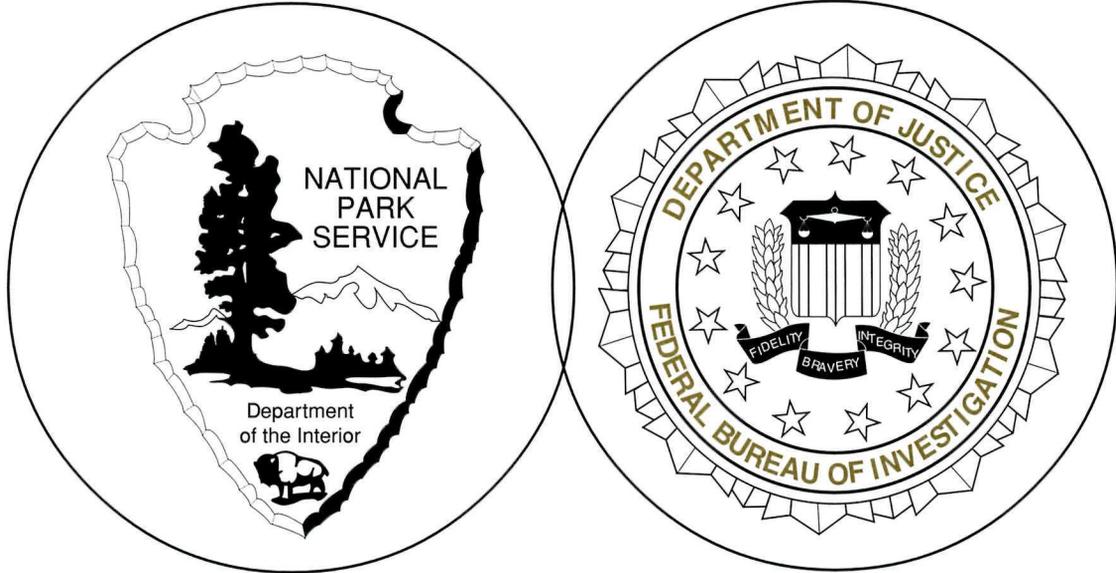
He was a ranger for more than 14 years, nearly seven in the Smokies. Other work sites included Natchez Trace Parkway and Valley Forge NHS. Kolodski served as an instructor for Southwestern Community College's Seasonal Law Enforcement Ranger Program and was a park medic.

Coworkers characterized him as professional, hard working and dedicated to the NPS and its mission. He also was well known for his sense of humor and personal concern for coworkers and park visitors.

Kolodski leaves his wife, Florie Takaki, and three young children, Rachel, 5, and twins Sarah and Samuel, almost 1. Florie is an interpretive park ranger in the Smokies.

Cards and donations may be sent to the family in care of Friends of the Great Smoky Mountains NP, 130 W. Bruce St., Suite #1, Sevierville, TN 37862. Make checks payable to Friends of the Smokies; indicate the donation is in memory of Joe Kolodski.





# THE FBI NATIONAL ACADEMY

## *A Rare and Rewarding Experience*

**By Aniceto L. Olais**  
Organ Pipe Cactus National Monument

**A**n opportunity of great significance in my career was attending the Federal Bureau of Investigation National Academy from April through June of 1998. It is first a rare opportunity for NPS rangers to attend, as you will note from the listing of selective individuals who have attended before me, and second, a rewarding experience for all those attending. It is an experience because of what you learn, who you meet, and how it can affect your career and personal life.

My graduating class of the 193rd session consisted of 265 graduates from every state and 21 international countries. As noted, there have been others before me who will certainly agree that this opportunity has not only cemented new friendships, but has assisted each of us to better serve our agencies, and protect our public and natural resources. Presidents and other dignitaries have spoken to numerous graduating classes in the past.

The FBINA sessions were first started in July 1935 with a class of 23 students. At that time, the course was called the FBI National Police Training School, which was held at the Department of Justice Building in Washington, D.C. Much of the curriculum was first developed with the assistance of the International Association of Chiefs of Police. The academy was formed to promote cooperation between law enforcement agencies, provide current law enforcement methods to federal, state and local agencies, and set standards for police organizations worldwide. An international student from the Royal Canadian Mounted Police became the first graduate from a country other than the United States. He attended the seventh session in 1938. Currently, a family network of more than 30,000 graduates provide guidance and serve as leaders, forming a commitment to uphold the law enforcement profession.

The first wartime session of the National Police Academy occurred during the 19th session July 5, 1942. Director J. Edgar Hoover addressed the graduating class:

“As you leave here today as graduates of the West Point of Law Enforcement, you are commissioned to take your place in America’s struggle . . . Now that you have reached your goal, we welcome you as fellow members of the FBI and give you our cherished motto: Fidelity, Bravery and Integrity.”

In this session the Park Service was represented by Great Smoky Mountains law enforcement specialist **Gerald E. Mernin**, who graduated with 36 other members of police agencies during the 14-week course. He was the first NPS ranger to graduate from the academy. War-time training subjects including communism, Nazism, fascism, treason, espionage, sabotage, censorship, sedition, Japanese activities and alien enemy control.

The name of the course was changed to the FBI National Academy in 1944 during the 25th session. During this time, several retraining sessions were held comprising academy graduates returning for additional instruction. All graduates automatically be-

come members of the FBI National Academy Associates, which was organized during the first 10 years of academy history. It was the FBINAA that first coordinated these refresher-type training sessions. These were typically a few weeks long and held during the last weeks of an ongoing academy session. FBINAA members receive a quarterly update of names, addresses and telephone numbers of new graduates. The contacts made in the years following graduation from the National Academy have led students from diverse agencies, backgrounds and even cultures to work together to form a stronger alliance against crime around the world.

In 1954 Richard M. Nixon addressed the graduating class of the 53rd session, which included NPS Regional Director **Frank F. Kowski**. During this time, most of the classroom sessions were still being held in the U.S. Department of Justice Building in Washington, D.C. Midway through the course, the class would spend two weeks at a small training facility within the Quantico Marine Corps Base for firearms and some classroom training.

Within the last 30 years, the average age in the academy continues to hover around 38 years, with an average of 15 years of experience in law enforcement. It is not uncommon for many of the students to receive promotions while still attending the academy or within a year of returning back to their respective area offices. For most state and local police agencies, the requirement of an academy diploma is a selective criteria essential for top management positions.

Presently, the age requirement is more position related. Applications go through the local FBI office in each state, and most officers who are nominated from those offices have the rank of lieutenant or above. The majority of students in my session were lieutenants or above, including several deputy chiefs and chiefs of police. States are given a certain number of slots for each academy session. The FBI field office will then make selections based on numbers of sworn officers in each department. Large departments like New York and Los Angeles receive several slots per session. Other small departments may only be able to send a representative once every three years or

## “The absence from the family always poses the most difficult problem.”

so. Federal agencies can elect to have an FBI field office sponsor them or have the agency representative directly apply to the National Academy for slots. Currently, the NPS at FLETC continues to maintain a good working relationship with the academy, which provides an average of one NPS slot per year. Students representing federal agencies are typically less than five, with additional representation from all the branches of the Department of Defense. State and local police agencies continue to be the primary user of the FBI National Academy.

**Ray C. Foust**, then superintendent of Whiskeytown, graduated from the 89th session (June 1972), which was the first session Hoover didn't preside over, and the last session before the academy moved into the new facility in Quantico, Va. Hoover died on May 2, 1972. It was during this session that the present day curriculum was changed to include college credits through the University of Virginia in Charlottesville.

The 90th session (September 1972) was the first held in the present FBI Academy. The elevators didn't work, and there was no PX, “Boardroom” (beverage establishment), chapel, covered walkways, counselors or auditorium. This was the first class that was divided into four sections for training. Superintendent **John D. Linahan**, currently at Buffalo River NSR, graduated with this session with 199 other classmates.

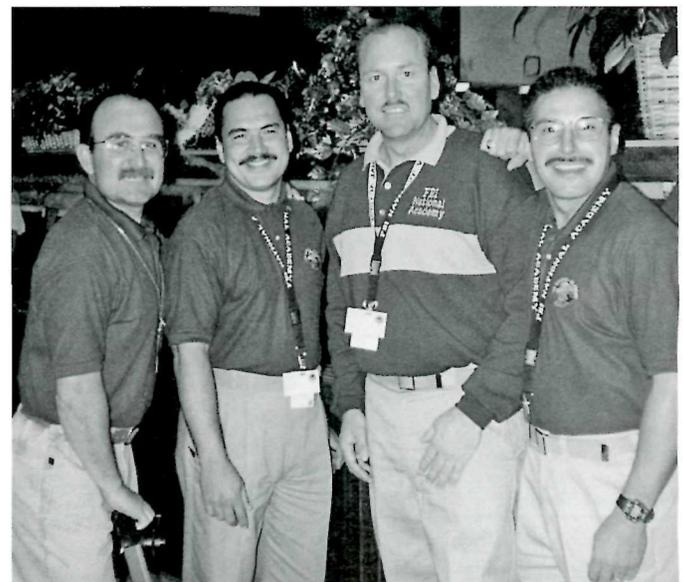
The first two female officers to attend the National Academy were **Vickey Renzulo**, captain in the NYCPD, and **Ann Schrader**, chief criminal investigator, Virgin Islands PD, during the 91st session, (September

1972). **Cindy Ott-Jones**, currently at Glen Canyon NRA, graduated with the 191st to become the first female NPS ranger to receive those honors.

The father and son team of **Leland J. and Steve J. Shackelton** graduated from the National Academy during the 96th (3/28/74) and 162nd (9/14/90) sessions, respectively. Steve Shackelton, currently in Washington, D.C., in the Bevinetto Fellowship program, was asked to return to the academy to assist in the instruction of an International Crime Symposium. **Butch Farabee**, who graduated with the 105th (6/01/76), was asked to come back on several occasions — once as a principal instructor for an aerial rescue insertion course, and later as part of an instructor cadre for the FBI Hostage Rescue Team.

Current National Academy Coordinator FBI SSA **Tom Colombell** first attended the academy as a section counselor during the 119th Session, Dec. 14, 1979. He continues to assist countless trainees. **Randall D. Cooley**, chief ranger from Independence, also graduated from this session.

The 122nd Session graduated 248 officers on Sept. 12, 1980. Graduates included then FLETC instructor **Dane (Paul) Henry**, now superintendent of the NPS office at FLETC. Henry was assigned to section 4 of the session, which was regarded as having the best athletes winning the most intramural sports. The class in total lost 1,083 pounds and 31 feet, eight and one-half inches around



**CLASSMATES:** Part of the 193rd session during Flag Day, 1998.

the waists. Henry continues to support the program as the NPS representative for all academy applicants who wish to attend.

The U.S. Park Police has experienced a long history of participation in the academy. It receives several slots each year and continue to be well represented in the academy. More than 70 U.S. Park Police personnel have attended since its inception.

Currently, the academy offers four sessions per year lasting approximately 11 weeks each. July 1998 marked the 75th anniversary of the academy. True to the thorough nature of the FBI, the academy stresses participation in three different areas: academics, physical training and networking with peers/staff. The academic portion concentrates on both undergraduate/graduate courses of study in six different units. They include forensics, communications, leadership and management, behavioral science, law and specialized instruction. Recognized experts in each field teach the course and require class participation, extracurricular study, exams, research and term papers. Upon successful completion of these courses, college level credits are allowed through the University of Virginia at Charlottesville.

Students are encouraged to participate in a weekly "Challenge" run, which involves increased distances as the course progresses. This leads to a final grueling 9.5-mile obstacle race called the "Yellow Brick Road," which leads through wooded pathways and over obstacles. In addition, physical training courses are held once or twice each week, which include classroom nutritional sessions. I managed to lose a few pounds and several inches around the waist, but

more importantly improved my fitness scores at the end of the session. I managed to stay with the fitness "black" group throughout the session. The color distinctions were based on 1.5-mile timed events during the first week of class. Of the six color fitness groups, the black group consisted of the fastest times for each session. Unfortunately, the academy had students in 102nd and 103rd who died from heart attacks during these sessions.

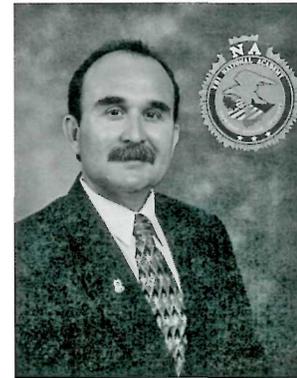
The third and probably most important aspect of life at the academy is the interaction with your peers. The academy encourages gatherings for professional interaction. These friendships developed during the 11 weeks of session will last a lifetime for many of us. Late-night study groups, social interactions, intramural sports, classroom activities and late-night parking lot gatherings greatly enhanced my experience at Quantico.

The temporary loss of a key manager can leave many issues back at the office unresolved. Once the academy graduate returns to the office, many issues will require patience and perseverance. Prior planning and selecting appropriate measures to fill the void is extremely important. It requires a strong and committed superintendent.

The absence from the family always poses the most difficult problem. Things like tax returns, emergency home repairs, major household purchases, mortgage issues, etc., are all experienced by family members left behind. Several fellow graduates lost loved ones while they were here. Others became fathers. Some were reassigned and or promoted to higher level positions. I sincerely appreciate the incredible responsibilities left behind with our family members, especially

our spouses. My wife not only worked for a living, but persevered in the task of bringing up two small children during my absence.

The NPS will continue to send qualified rangers to the FBI National Academy. Because of the scarce opportunities, only a



small number of people will be able to make the trip to Quantico, Va. Slots presently are filled through the year 2001. If you feel that this is for you, please apply for a slot during

your career. Feel free to call me or any of the others on the list for any further insight to this special program. □

Aniceto Olais is the chief ranger at Organ Pipe Cactus National Monument.



**ROAD MAP** *for my heirs*

ANPR has prepared a "Road Map" to assist family or friends in handling the many details required when a spouse or loved one dies.

The notebook contains fill-in-the blank forms for Social Security benefits, insurance facts, bank account information, anatomical gift wishes and much more.

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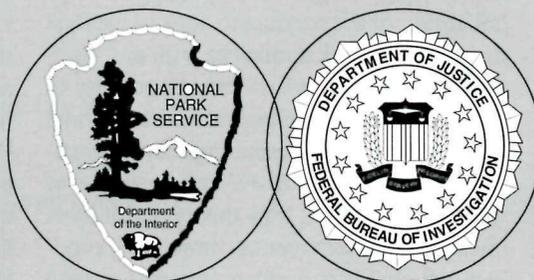
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**PO Box 189, Laingsburg, MI 48849**  
**Web site: www.isaic.org**

## Rangers and the FBI National Academy

NAME	SESSION/DATE	POSITION HELD	CURRENTLY
Mernin, Gerald E.	19th, 7/25/42	Law Enforcement Specialist, Great Smoky Mts.	Deceased
Brown, Perry E.	34th, 3/28/47	Superintendent, Big Bend NP	Unknown
Schmidt, Henry G.	40th, 4/01/49	Superintendent, Sequoia NP	Unknown
Mason, Charles A.	51st, 6/12/53	Chief Ranger, Independence	Unknown
Kowski, Frank F.	53rd, 6/11/54	Regional Director, Southwest Regional Office	Deceased
Davis, Eliot	57th, 6/08/56	Superintendent, Fort Vancouver NHS	Unknown
Chapman, Howard H.	65th, 6/08/60	Regional Director, Western Regional Office	Retired
Cone, Wayne B.	74th, 10/21/64	Assistant Superintendent, Rocky Mt. NP	Retired
McLean, David J.	83rd, 5/28/69	Assistant Chief Ranger, Lake Mead NRA	Retired
Foust, Ray C.	89th, 6/07/72	Superintendent, Whiskeytown NRA	Retired
Essex, David J.	85th, 5/27/70	Chief Ranger, Rocky Mountains NP	Retired
Linahan, John D.	90th, 9/15/72	Supervisory Ranger, Padre Island	Superintendent, Buffalo River NSR
Kreis, Weston	92nd, 3/30/73	Safety Officer, WASO	Retired
Smith, Steven Q.	93rd, 6/22/73	Chief Ranger, Mammoth Cave	Unknown
Mihan, Robert J.	94th, 9/13/73	Supervisory Ranger, Yellowstone NP	Retired
Hancock, Maxwell E.	95th, 12/06/73	Chief Ranger, Padre Island NS	Retired
Shackelton, Leland J.	96th, 3/28/74	Law Enforcement Specialist, Yosemite	Retired
Hobbs, Harry J.	99th, 12/05/74	Instructor, FLETC	Retired
Chapman, John F.	100th, 3/20/75	Superintendent, Glacier Bay NP	Asst. Superintendent, Rocky Mt.
Protto, James L.	101st, 6/19/75	Visitor Prot. Spec., Asst. Chief Ranger, Rocky Mt. NP	Rocky Mt. NP
Oguin, Richard G.	102nd, 9/25/75	Law Enforcement Specialist, Alaska Regional Office	Chief Ranger, Alaska RO
Hutchison, Andrew E.	103rd, 12/11/75	Instructor, Alaska Regional Office	Retired
Inman, Alsen E.	104th, 3/18/76	Assistant Chief Ranger, Lake Mead NRA	Same
Farabee, Charles R.	105th, 6/17/76	Assistant District Ranger, Yosemite	Asst. Superintendent, Glacier NP
Morgan, Kenneth O.	107th, 12/16/76	Chief Ranger, Everglades NP	Retired
Schenk, William W.	109th, 6/16/77	Chief Ranger, Fire Island NS	Midwest Regional Director
Cooley, Randall D.	119th, 12/14/79	Chief Ranger, Independence	Private Business
Nigh, Peter K.	117th, 6/15/79	Supervisory Ranger, Grand Canyon NP	Private Business
Henry, Dane P.	122nd, 9/12/80	Supervisory Ranger, FLETC	Superintendent, FLETC
VanSlyke, Larry C.	152nd, 3/25/88	Chief Ranger, Zion	Chief Ranger, Canyonlands NP
Shackelton, Steve	162nd, 9/14/90	Law Enforcement Specialist, Alaska RO	WASO Bevinetto Fellowship
Ozment, Robert P.	165th, 6/21/91	Supervisory Criminal Investigator, Yellowstone NP	Same
Tomasovic, Joseph R.	168th, 3/20/92	Supervisory Criminal Investigator, Yosemite	Chief Ranger, Gulf Islands NP
Lewis, Mark H.	175th, 12/17/93	District Ranger, Gulf Islands NP	Same
Sharp, Michael T.	183rd, 12/15/95	Pilot/Criminal Investigator, Glacier Bay NP	Same
Ott-Jones, Cynthia E.	191th, 12/12/97	Supervisory Ranger, Glen Canyon NRA	Same
Olais, Aniceto L.	193rd, 6/19/98	Chief Ranger, Organ Pipe NM	Same



# Are You “Certifiable”?

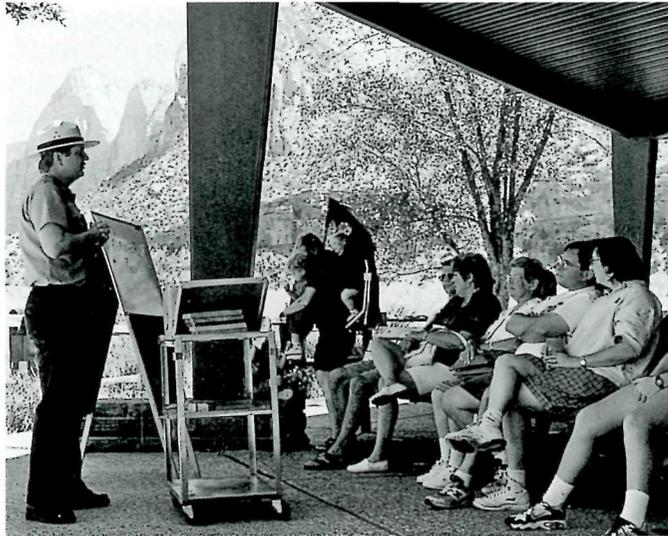
By Becky Lacombe  
WASO

**Editor’s Note:** The Summer 1998 issue of *Ranger* was devoted to Interpretive Competencies. This article continues the discussion.

**Y**ou know you’ve worked for the NPS too long when someone asks if you’re “certifiable.” However, rather than meaning that you’ve finally gone off the deep end — been asked once too often where the restroom is, or conducted one too many guided walks for exuberant fourth graders — if you’re a GS-025 park ranger who does interpretation, being “certifiable” these days is a high compliment, *and* it looks good on your 171.

Park rangers from across the country have been participating in a competencies program, which is a part of the new Interpretive Development Program. The program requires submission of products at different developmental levels that demonstrate the employee’s ability to deliver competent interpretation to park audiences. This “snapshot in time” of a ranger’s ability is assessed according to peer-established standards for each type of product (i.e. an interpretive talk, walk, illustrated program, etc.). A successful certification, described as “achieving competency,” is an indication of developing professionalism and, although *overall* job competence is still assessed at the park level, it provides the ranger with recognition of achievement at a national level.

The assessment of submitted interpretive products is done by peer review. Trained certifiers who are NPS field and central office interpreters serve in this collateral duty capacity for a period of four years. The certifiers work from their duty stations and



**ROCK TALK:** Ron Kay educates visitors at Zion National Park.

Teresa Ford

are paired differently for each product they review. They each make a preliminary determination after reviewing a copy of an assigned product, and then must reach consensus by discussion about the “certifiability” of the submission.

The key to the certification process is the rubric — a type of written assessment tool modeled after those frequently used by educators. The rubric contains specific language that measures the level of competence. Each rubric tool has been painstakingly developed by field interpreters, and each has undergone testing with certifier groups to determine its validity and reliability. *[Only those of us who have participated in the rubric development work groups know how nearly we all became “certifiable” in attempting to hammer out the specific terminology that describes what “success” looks like in our profession. Padded cells almost became our new duty stations, as we debated, tested, agonized and finally came to consensus over every word in these assessment tools.]*

The certifiers look at each submission holistically. They are interested in the overall ability of the product to act as a catalyst in providing park audiences with an “interpretive opportunity” — the opportunity to make their own intellectual and emotional connections to the meanings and significance of park resources. The language of each rubric defines how this opportunity is measured for each type of competency product, whether it is a video tape of a guided walk, or a log of a ranger’s informal inter-

pretive interactions with visitors.

The assessment and determination of each submission is done by the certifiers in strict confidence. Each product is referred to by an assigned number, rather than by employee name. The results are known only to the certifiers and the two program managers at Mather Employee Development Center where submissions are processed. A confidential letter containing the assessment

results and annotated comments about the product from the certifiers, is sent to the submitter and their supervisor. Any ranger whose submission is determined to be “approaching competency,” which means some additional work is needed in order for the product to meet certification standards, may resubmit a new or revised product at any time.

The interpretive certification program is tied directly to the Ranger Careers Initiative by way of the benchmark position descriptions for GS-025-5/7/9 park rangers. But in a larger sense, the program has implications far beyond the level of an individual position or competency submission. The importance of assessing the competency of individual rangers equates directly to the importance of providing quality interpretive experiences for park audiences. In turn, the quality of visitor experiences *with* park resources relates directly to their concern *for* and *advocacy* of resource preservation.

The outcome of the whole certification process is of personal value to every NPS park ranger whether you have been, or will become, a submitter, a certifier, a supervisor coaching an employee in their interpretive development or one of the many people across the country who have helped develop this program and its supporting curriculum. By your participation, you are making a personal contribution to the improved quality and professionalization this program brings to our collective interpretive efforts. Henceforth, NPS park rangers should be proud to claim that they are “certifiable.” □

# Serious About Your Career?

## Try the ANPR Mentoring Program

**A** great benefit you can gain as an ANPR member is participation in the mentoring program. Mentoring is a nurturing process in which a more skilled or more experienced person, serving as a role model, teaches, sponsors, encourages and counsels a less experienced person for the purpose of promoting the latter's professional and personal development. Whether you want to be a protégé or a mentor, the first step is filling out one of the

applications below and sending it to **Lisa Eckert, P.O. Box 102, Denali National Park, AK 99755.**

The protégé is the less experienced person who is seeking to enhance his/her career development. The mentor is the experienced person who voluntarily serves as trusted counselor and guide to the protégé. The application asks you to choose whether you wish to mentor/be mentored for your NPS career goals or for your participation in

ANPR (or both.) Once the application has been submitted, the program facilitator attempts to match you with another ANPR member with similar interests or areas of expertise. This may take some time — a proper pairing is fundamental to the success of the program. Once a match is made the facilitator helps to establish communication between mentors and protégés. The facilitator also makes periodic reviews of the program progress. Please consider joining this worthwhile program.

### ANPR MENTORING PROGRAM • PROTÉGÉ APPLICATION

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_  
 Park \_\_\_\_\_ Region \_\_\_\_\_  
 Job Title \_\_\_\_\_ Series \_\_\_\_\_ Grade \_\_\_\_\_  
 E-Mail Address \_\_\_\_\_

Do you wish to be mentored as ANPR Volunteer? \_\_\_\_\_ NPS Employee? \_\_\_\_\_

*(Attach extra sheet, if necessary.)*

Why do you want to be mentored?

Have you ever been part of a mentoring relationship? If yes, please explain.

What skill areas to you want to be mentored in?

What are your career goals (long & short term)?

List experience fields (not job title) and how long you were/have been in each field:

List park or areas in which you would like to work:

Any other information you think would be important?

### ANPR Mentoring Program MENTOR APPLICATION

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_  
 State \_\_\_\_\_ Zip \_\_\_\_\_  
 Home Phone \_\_\_\_\_  
 Work Phone \_\_\_\_\_  
 Park \_\_\_\_\_  
 Region \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Series \_\_\_\_\_ Grade \_\_\_\_\_  
 E-Mail Address \_\_\_\_\_

Do you want to provide mentoring for ANPR Volunteer? \_\_\_\_\_ NPS Employee? \_\_\_\_\_

*(Attach extra sheet for these questions:)*

Why do you want to be a mentor?

Have you ever been part of a mentoring relationship? If yes, please explain.

What skill area(s) do you have in which you could be a good mentor?

List experience fields (not job title) and how long you were/have been in each field:

List park or areas in which you have worked and job titles held:

Any other information you think would be important?

## ANPR Reports

### Retirement Task Group

#### Don't Panic

As I write this the Standard & Poors 500 (C Fund) stands at an all-time high and is up over 18 percent for the year. Likewise, the New York stock market index is also at a new high while the Dow Jones threatens to break another record. If, as I have suggested often, you had been in the C fund over the last 3<sup>rd</sup> years ('95 – '98 to date), your total increase has been over 111 percent. Some folks, because of this investment strategy, made more money last year in the C fund than they did in salary.

However, we have seen how little things lately can influence the market on a daily basis giving some pause whether this bull market will continue. Nothing goes straight up. Recessions, dips, a foreign crisis now and then will continue to happen in the years ahead. These financial events are as normal as breathing and are invariably just temporary interruptions in the long-term trend, which is always up. If you have been hesitant on getting everything in the C fund, it's not too late. I recently read that the market goes up about two out of three days. With odds like that you risk more by being *out* of the market than being *in*.

You may be hearing dooms-day scenarios like "everyone is going crazy, buying stocks like never before and succumbing to a euphoria that can only end in disaster." The opposite is true. I read that ownership of stocks, including stock mutual funds (C fund) as a percentage of total household financial assets is still well below where it was for most of the 1950s and 1960s. Even if this were true what a scary notion that a hysterical buying frenzy has led individual investors to put an unprecedented share of their savings into stocks. What a terrible thought. Some in high places are even suggesting that some day we might even be able to put part of our Social Security contributions into the stock market. Hallelujah!

Another bearish idea is when the baby boomers retire we will be clobbered when they exit the market. Baloney! In the first place they are not all going to retire on the same date but over a generation or more. Secondly, if my own experience is correct, these retirees are going to have to continue

to invest in stocks for the rest of their lives so they don't outlive their savings. Also the pundits who predict these foolish things have a hard time forecasting what's going to happen next week let alone what will occur decades from now.

Lastly, another popular myth is that the good news has simply gone on too long. This "we'll have to pay for this eventually" psychology is always persuasive for the guilt-ridden folks who have been afraid to invest in this great bull market. Bull markets do not end on some preordained cycle. They end when the economic underpinnings vanish and/or when popular enthusiasm gets unduly out of hand. Neither is here yet.

The market will not go straight up. Nor will it go straight down. And don't sweat even a 10 percent to 20 percent decline over a year or two. When that happens, your biweekly contributions will buy more shares of the C fund for the same amount of money. When it goes back up and it always has and always will, you will profit from being patient. The rule is, "*Don't panic.*"

— Frank Betts, Retired

### Special Concerns

**Vision 2020** — The Vision 2020, National Park System Restoration Act (featured in the Summer 1998 *Ranger*) passed out of the Senate on June 15. Passage was accomplished as the result of concerted effort to find common ground by Sen. Thomas, R-Wyo., Secretary Babbitt, Assistant Secretary Don Barry, Sen. Bumpers, D-Ark., and Sen. Bennett, R-Utah. Jim O'Toole of the Senate National Parks Subcommittee and numerous staff assistants worked to revise language to develop the bipartisan support necessary to move the bill this session. The House has developed a companion version and discussions continue to reconcile their bill with the Senate language.

The House version passed out of a National Parks Subcommittee mark-up on June 23. The Full House Resources Committee held a mark-up on Aug. 5. One big deviation from the Senate version was elimination of language on commercial filming. The House felt that all land management agencies should be included in the fee provisions for filming. The Senate wanted it restricted to NPS. As a result, the House decided to go with a Hefley amendment that would just eliminate

reference to commercial filming fees and tackle that issue in a stand-alone bill that Hefley has introduced that covers all agencies. Another important amendment would return concessioner franchise fees back to the NPS without action by appropriators. These and other changes indicate that there is still significant work to be done in conference. Thomas was seeking passage by the target adjournment date of Oct. 9, which may change by the time you read this.

Negotiations between House and Senate members and committee staff have focused primarily on concessions language. One remaining point of debate is the treatment of concessions fees – whether they become receipts to the general treasury or are dedicated to NPS accounts.

□ □ □

### Federal Law Enforcement Officer's Good Samaritan Act of 1998

H.R. 3839, The FLEO Good Samaritan Act of 1998 was introduced by Congressman Jim Kolbe, R-Ariz., on May 12, 1998, to protect federal officers who intervene in certain law enforcement situations, occurring beyond their normal jurisdiction. Under provisions of the bill, federal officers would be within the scope of their duties if they intervened to:

- ▶ protect an individual within their presence from a crime of violence;
- ▶ provide immediate assistance to an individual who has suffered or is in immediate threat of bodily harm;
- ▶ prevent the escape of an individual who the officer reasonably believes to have committed a crime of violence in the presence of that officer.

Kolbe has positively responded to suggestions clarifying the definition of *federal law enforcement officer* to clearly include law enforcement rangers and refining a definition for what types of illegal activities would qualify as violent crimes or those likely to result in bodily injury. H.R. 3839 is a companion bill to S. 1031, which was introduced by Sen. Charles Grassley, R-Iowa, and Sen. Alfonse D'Amato, R-N.Y., on July 17, 1997.

ANPR will report the outcome of these two pieces of legislation in the next issue, following the end of 105th Congress.

— Steve Shackelton, WASO

## Strategic Planning

The new ANPR Board of Directors has discussed many of the issues and challenges for ANPR over the next few years, and has begun the process of identifying goals and specific actions that the Association should work toward. As the board member responsible for ANPR's strategic planning efforts, I have been working to organize and consolidate the results of the board meeting last spring into a strategic plan. The plan will define ANPR's goals and specific actions for the next several years, and serve as a "road map" for the Association's activities. It will also serve as the basis for specific annual work plans.

A draft of the strategic plan is being reviewed by the entire board, with comments and suggested revisions due back to me by late August. A final draft of the strategic plan is expected to be approved by the board sometime this fall, and will be presented to the membership at the Ranger Rendezvous in Tucson.

— Gary Pollock  
George Washington Memorial Parkway

## Education and Training

One of my favorite topics and this year's priorities include coordinating training courses for you in December, prior to the Tucson Ranger Rendezvous. After an informal survey and several welcomed and unsolicited responses, ANPR will be hosting five different training seminars based on your input. Lots of options, so check with your supervisor for the course that suits you. Then, stay on for the Rendezvous. Courses are listed with the Rendezvous agenda.

Unlike other board functions, my position on the board had a head start. Since 1991, Bill Wade (now retired NPS) has been coordinating the leadership Managerial Grid courses. ANPR picked it up partly as a fund raiser, but mostly to fill a needed training gap for supervisors. The next planned Grid will take place in early November near Boise or Denver. If you attend this course and aren't an ANPR member, your tuition includes a year's membership.

Wade has been ANPR's liaison with an educational project called "Lost, But Found." Two years ago, several members determined there was a need for an updated

program targeting lost children in remote areas and their survival. ANPR's Board supported the project and grant proposal application with the National Park Foundation. The first grant developed a slide program. Additional funding has been received by NPF toward shooting the program in video which is being done by Harpers Ferry Center during the latter half of September. The program will be available through the ANPR sales outlet, and efforts will be made to make a copy available free of charge to each of the parks dealing with lost kids. A great cooperative arrangement by ANPR, NPS and NPF.

What's next? Expansion. I'd like to have the time to more formally assess members' training needs, identify a cadre of experts within the Association to serve as trainers and offer more training opportunities, and educate others outside of the organization about the ranger profession. I look at my responsibilities as one part of the whole board. All of our board positions are intertwined; the mid-year Seattle board meeting was a strong reminder of this. Professional issues (Barry Sullivan), strategic planning (Gary Pollock), special concerns (Steve Shackelton) and seasonal perspectives (Melanie Berg) can be tied into my goal of training assessments and needs; training can be one way for the Association to raise funds (Rick Jones); educating others through the home page and other communications (Dan Moses) should hopefully increase our membership (Mike Caldwell).

Looking forward to seeing you in Tucson at one of the pre-Rendezvous training courses!

— Lisa Eckert, Denali

## Mentoring Task Group

This will be my last committee report because I am resigning as the Mentoring Task Group leader. Though the program never has drawn the interest that I had hoped it would, I still feel it is something that could benefit many people, whether with their NPS careers or in becoming more active with ANPR.

The mentor and protégé applications are on page 15 of this issue. Please take a few minutes to consider completing one of these forms and becoming involved in this worthwhile program. □

— Bob Cherry, Blue Ridge Parkway

## Nominations

The Association is looking for a few committed, dedicated ANPR members to run for the board of directors. Not only is being on the board challenging and fun, it also is a great way to work with a diverse group of NPS peers on issues of mutual concern.

Positions up for election this year are **Treasurer, Professional Issues, Special Concerns, Seasonal Perspectives and Secretary.** With the recent reorganization of the board, this is a great time to get involved. Here are brief descriptions of each of the positions mentioned above:

### Treasurer

**ROLE:** Provide accounting of all Association funds.

#### SPECIFIC RESPONSIBILITIES:

- ▶ Maintain business and investment accounts and disburse funds.
- ▶ Establish audit policies, assure annual audit, prepare budget, and establish and maintain accounting policies.
- ▶ Draft contractual agreements.

### Professional Issues

**ROLE:** Address professional issues affecting rangers and other key professional disciplines.

#### SPECIFIC RESPONSIBILITIES:

- ▶ Make recommendations to the board for appointments to liaison positions for Interpretation, Protection, Natural and Cultural Resource Management, and Professional Services.
- ▶ Build the ANPR community by providing a focus on professional issues, and maintaining a variety of avenues for member involvement.
- ▶ Provide a focus for "career futures" initiatives and other changes in the professions.
- ▶ Communicate ANPR's involvement on professional issues to the board and membership and, as directed or delegated, communicate ANPR views and positions to others outside the Association.
- ▶ Draft position papers dealing with professional issues.
- ▶ Provide a forum to answer membership questions regarding professional issues.

(continued on page 27)

# ANPR ACTIONS

## Term Employees Issue

ANPR continues to monitor the status of those employees who were converted from long-term seasonal to term appointments in 1994-95. Those early converted positions are nearly at the end of their four-year appointment limit. After our coverage of the situation of these converted term employees (*Ranger*, Fall 1997), park employees from across the NPS have contacted us to report how they are handling this approaching deadline. Many say the *Ranger* issue spurred their parks to take action, based on the uncertainty of legislation. (As a reminder: term employees can't compete for permanent jobs under the Merit Promotion Plan. It will take legislation from Congress to change that situation.)

Some park managers have made the decision to "convert" their term positions to permanent (usually subject-to-furlough) positions. In most of these cases, the park did this by advertising the positions under an "All Sources" announcement, and the current employee was able to successfully compete and was offered the new permanent

job. In some instances, the current employee was not able to successfully compete and another person was offered the job. Other parks have decided that the term position or a permanent position is not appropriate for the work and are returning to a seasonal workforce.

In a recent Human Resources newsletter, posted on the NPS cc:Mail bulletin board, the WASO office reported:

"The Department of the Interior and other agencies have written to OPM requesting a review of the provisions of the 'Hudson Bill' that were never enacted in legislation. These provisions included: allowing persons on term appointments to compete under an agency's Merit Promotion Plan for permanent positions; and, offering certain benefits (e.g., life and health insurance) to temporary employees at the same premium rate as status employees. The 'Hudson Bill' provisions were never intended to grant, to term or temporary employees, noncompetitive conversion to permanent positions. OPM has indicated that reviewing these provisions is one of its priorities. Passage of

legislation that would enact these provisions is not assured."

ANPR continues to have a strong interest in this term employee issue and will monitor the progress of OPM and Congress.

## Volunteers needed —

### Mentoring chair

Bob Cherry is resigning from his position, so ANPR is looking for a replacement. Cherry has developed an easy process for linking mentors with interested partners and has several success stories. Please contact him at 301 Perkins St., Boone, NC 28607 for more information.

### Ranger Advertising

Mark Harvey has made a great start in increasing ANPR's revenue through advertising in *Ranger*. We need a replacement to continue his good work. For details, contact Harvey at (209) 379-2235 or Teresa Ford, (303) 526-1380; e-mail: [fordedit@aol.com](mailto:fordedit@aol.com).

### Board Member Positions

Several board positions — **Treasurer, Professional Issues, Special Concerns, Seasonal Perspectives and Secretary** — are up for election at the December Rendezvous. See page 17 for details.



## We are here for YOU!

### Join ANPR now

The Association of National Park Rangers soon will celebrate its 21st year together. As a member, you have access to many benefits. Included are:

- Quarterly *Ranger* magazine with professional information & updates
- Special rates on distinctive ANPR promotional items
- A way to keep in touch with friends and colleagues
- Travel service
- Major medical and term life insurance for seasonal & permanent employees (Call toll-free at 800-424-9883 for details)
- Facilitated mentoring program
- Discounts on Rendezvous registration & ANPR-sponsored training courses

For more information on these programs, contact:

**Mike Caldwell, Membership Services**

915 Hathaway Road #101  
New Bedford, MA 02740

Prospective members, see the membership form on the inside back cover of *Ranger*.

## Missing ANPR Members

ANPR has lost touch with these people. If you know their whereabouts, please send the information to ANPR, P.O. Box 108, Larned, KS 67550-0108.

Matthew Almeida	Lowell, MA
Carl Christensen	Sequim, WA
Sue Christensen	Sequim, WA
Matthew Day	Yamhill, OR
Linda Emerson	Hopkinton, MA
Marie Henson	Governor Island, NY
R.J. Marsh	Yosemite, CA
Brian Peters	Timucuan E&H Pres.
Rozanna Pfeiffer	Columbia, SC
Lori Tussey	Cincinnati, OH

## In Print

### Death, Daring and Disaster

**Search and Rescue in the National Parks**  
Charles R. "Butch" Farabee, Roberts  
Rinehart Publishers, 1998.

**By Rick Jones**

Glen Canyon NRA

For those of us who consider search and rescue a welcome daily task, or perhaps a slightly less acceptable nighttime duty, Butch Farabee's new book provides a catalyst to revive our fervor.

It provides many hours of exciting entertainment, and will hopefully enlighten a few folks outside the National Park Service's search-and-rescue cadre about the risks and rewards of SAR. It encompasses not only the high profile and superior press opportunity rescues, but also the frustrating, tedious investigation-driven searches that demand our full attention and dedication.

Farabee has been a driving force in the search-and-rescue community, both within and without the NPS. His involvement has given him a front row seat in some of these incidents and the writing reflects his intimate knowledge of the many facets of the ranger profession. His dedication to his fellow rescuers and those being rescued is present throughout the book. However, he pulls no punches in his descriptions of the incidents, some of which reflect the lapses in judgment of rescuer and rescuee that come in high stress situations.

Farabee has selected 375 representative tales from the nearly 150,000 search-and-rescue missions that have been carried out by the NPS since Yellowstone was first established as a national park in 1872. His selections are written as brief vignettes, detailing the actual incident, the response by SAR personnel, snippets of the media coverage and how things were concluded. Well-deserved attention is paid to the bravery and discipline of those who risked their lives to save others. The book's glossary dedicates space to those individuals who lost their lives in the line of duty and those who performed other feats of valor and personal sacrifice.

One story that hits especially close to home is the death of 11 people in Antelope Canyon, adjacent to my park, Glen Canyon National Recreation Area, in August 1997.

It elicited memories of conversations with members of our dive rescue team who told stories of oppressive heat and skin rashes from diving in the tepid water, thick as effluent with organic debris. This and others of these assembled stories truly recount the gritty reality and moments of exultation that define search-and-rescue work.

This is a worthwhile read guaranteed to bring back memories of your own SAR experiences. Especially valuable for those of us who are in green and gray, this compendium of names and incidents evokes memories of pivotal events and long remembered co-workers from the past. It is a wonderful book for those winter evenings, in front of the wood stove, dallying with

visions of near misses and grateful families. *Rick Jones is an interpretive ranger at Glen Canyon NRA and serves as the fund-raising representative for the ANPR Board of Directors.*

### Take Down Flag & Feed Horses

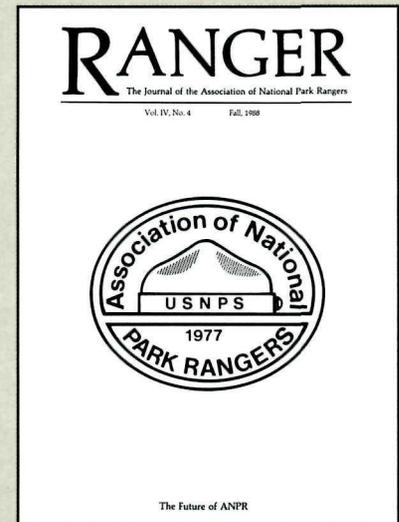
**Bill Everhart, University of Illinois Press, 1998.**

This book is devoted to the daily work of staff members at Yellowstone. Bill Everhart, a retired NPS historian, lived in the park during the summer of 1978 and accompanied the superintendent, rangers, naturalists and scientists on daily rounds. In a colorful account, he first chronicles life at Yellowstone, then later details the savage fires during the summer of 1988. □

## Ten Years Ago in *Ranger*

The lead story in the fall of 1988 was "The Future of ANPR." Based on a task force chaired by **Karen Wade**, then superintendent at Guadalupe Mountains, over 200 members responded to a poll asking members their ideas about the organization's future. Key findings were that the organization "needs to grow in size and become more powerful and influential" by broadening to include other NPS groups; and that respondents were split between those who asked "what should the NPS be doing for us", and those asking "what can we do for the NPS?" In essence, how to become "an agent for change without becoming a union-type organization?" Four objectives were developed, with key goals. Without repeating all, it is enlightening to see how many of the goals have been achieved in the past 10 years — from assisting in and supporting the change in ranger career base pay and 6(c) LE recognition; becoming actively involved with Congress; establishing contacts with rangers and parks throughout the world; seeking seasonal health insurance options; and working to provide critical training not provided by the NPS. Good work, all.

**Bruce Craig** of NPCA wrote an article on park protection, saying that the Organic Act was clear in the absolute duty of the NPS to protect park resources, even outside park boundaries (by means other than regulatory). **Joseph Sax** also wrote an article on protecting park re-



*Ranger*, Fall 1988

sources beyond the boundary, with his conclusion that the 1978 Redwood's Act shows a "remarkable record of Congressional determination to see that park resources are protected and to empower the Park Service to invoke the machinery needed to get that job done."

And, in "All in the Family," the July death of **Tony Bevinetto** was keenly reflected on by **Gerry Tays** of legislative affairs. The NPS has been fortunate in the legacy left by Tony — the establishment by Congress of the **Bevinetto Fellowship**. (See page 5.) Today, **Darlene Koontz** is the ninth Bevinetto fellow to serve in the U.S. Senate on behalf of the NPS. Long live Tony.

— *Tony Sisto, Fort Vancouver*

## The Professional Ranger

### Interpretation

**Interpretive Competencies** — The competency effort continues to move forward and gain momentum. In response to a recognized need for increased supervisory awareness and participation in the Interpretive Development Program, matching funds have been made available to conduct additional training for supervisors. The supervisor plays an integral role in this employee development program and can facilitate the process. Often an interpreter has a greater success rate in demonstrating competency while working in partnership with a supervisor, because the supervisor can help clarify what is expected when producing various interpretive products. Watch for announcements about this training for supervisors in your region soon.

Work also continues to further develop the Interpretive Development Program. The disk of materials associated with the GS-09 level competencies will be distributed to interpreters this fall. Interest is also being expressed in a collaborative effort between interpretation and protection to establish competencies for the protection field. The dialogue about such an effort is growing. Look to hear more about this at the upcoming Rendezvous.

**Training** — Speaking of Rendezvous, an eight-hour “Understanding the Interpretive Development Program — Putting It to Work for You” course will be offered on Monday, Dec. 7, as a pre-Rendezvous training opportunity. This course is for all disciplines. It applies to anyone who interacts with the public or engages in resource education/protection activities, including interpretive and law enforcement rangers, planners, resource managers, supervisors, park managers, volunteers and concessions employees.

The course will introduce participants to the philosophical cornerstone of the profession, Module 101 — “Fulfilling the NPS Mission: The Process of Interpretation” and to how the field-driven Interpretive Development Program came into existence. The course will help participants understand how the program fits together and how one can use it to enhance professional skills, to become more marketable, and to better protect resources.

If you want to learn more about this training opportunity, please contact Tina Orcutt at [tina\\_orcutt@nps.gov](mailto:tina_orcutt@nps.gov) or Mike Litterst at [mike\\_litterst@nps.gov](mailto:mike_litterst@nps.gov). For other pre-Rendezvous developmental opportunities, refer to the article on page 21.

— Tina Orcutt  
Booker T. Washington NM

### Resource Management

The next **George Wright Society conference** on resource management and protected area management will be held in Asheville, N.C. the week of March 22, 1999. The call for papers is out, and now is a good time to budget to attend. While the GWS and ANPR have discussed the possibility of conducting a joint meeting some day, ANPR members with interest in applying scientific information to protecting park resources will find this a stimulating conference. These biannual sessions are increasingly the place where park superintendents, resource managers, scientists (both natural and cultural), interpreters and just-plain-park-people get together to discover and explore common interests. One of the action items from the Director’s Natural Resource Initiative urges park people to become actively involved in professional resource-related societies, and I can’t think of a better, more appropriate one than the George Wright Society. (In the “practice what you preach” department, as well as to provide full journalistic disclosure, I must acknowledge that I’m on the GWS Board of Directors.)

The George Wright Society also is seeking nominations for several awards to honor colleagues who have made noteworthy contributions to managing, interpreting or otherwise protecting natural or cultural resources in parks and protected areas. In keeping with the informal, collegial nature of the GWS, the nomination process is simple and can be done electronically. There are few ways to give the bright lights of our profession the recognition they deserve; don’t assume that someone else will take care of it. Check out the details of the awards, the conference, and the Society at their web site: [www.portup.com/~gws/home.html](http://www.portup.com/~gws/home.html).

While on the Internet, also check out the electronic *Inside Earth* newsletter on park **cave and karst** issues produced by the NPS Geologic Resources Division. It’s at [www.aqd.nps.gov/grd/geology/index.htm](http://www.aqd.nps.gov/grd/geology/index.htm).

It’s amazing how quickly the world (including most of the NPS) has moved into the **Internet** world, as evidenced here by the World Wide Web citations. It wouldn’t have occurred to me to cite the web in this column even a year or two ago — and there wouldn’t have been much specific park resource management information even to cite. More and more parks are adding resource management pages to their basic web presence, but as terrific as the NPS web development is as a whole, it’s still hard to discern the fundamental purpose of each park when you go to its home page. The basic “17 points” required for each park are almost all recreation and access related. Look for direction to expand this to include information on park resources and their significance soon — again, a product of the natural resources initiative.

In closing, it’s frustrating to keep talking around the edges about the **Natural Resource Initiative**, which has been a long time in development but not yet jelled enough to put on the front page. If you’re going to be at this year’s Rendezvous, and by then still have not heard the details and want to know what it means for you, your park and your career, come to the workshop Dick Sellars (author of “Preserving Nature in the National Parks: A History”) and I will be leading. We promise to tell all. □

— Bob Krumenaker, Northeast Regional Office

### Attention, Photographers!

Display your best park-related photos (those with park employees or scenics) at ANPR’s first-ever photography contest. It will take place at Rendezvous XXII Dec. 8-12 in Tucson, Ariz.

To enter, send your **print** — any size, color or black and white — to *Ranger* editor Teresa Ford, 26 S. Mt. Vernon Club Road, Golden, CO 80401. Selected photos become the property of *Ranger* magazine and may be used in the publication.

Questions? Call the editor at (303) 526-1380 or via e-mail: [fordedit@aol.com](mailto:fordedit@aol.com).



# ANPR Set for Well-Attended Rendezvous



*Full coverage starts on next page*

## Pre-Rendezvous Courses

ANPR will sponsor five different courses just prior to Ranger Rendezvous this December in Tucson. All courses will be held at the Holiday Inn. Registration, costs and specifics will be advertised through NPS training bulletin boards.

► Dec. 4 - 7 (28 hours), **Covey's Seven Habits of Highly Effective People.** Instructors Joe Arnold and Linda Wright.

► Dec. 4 - 7 (32 hours), **NASAR's Managing for the Lost Person Incident (MLPI).** Instructor Rick Mossman.

► Dec. 6 - 7 (16 hours), **Integrated Pest Management (IPM) and its Relation to You in the Field.** Instructors Carol DiSalvo and Jerry Johnson.

► Dec. 5 - 6 (12 hours), **Ranger TV — Promoting Your Park, Telling Your Story: A Hands-on Approach to Learning How to Produce Quality Video and Television.** Instructor Chuck Arning (1997's national Freeman Tilden recipient).

► Dec. 7 (8 hours), **Understanding the Interpretive Development Program — Putting it to Work for You.** Instructors Tina Orcutt and Mike Litterst.

## ANPR Life Membership Categories

Various categories of ANPR life memberships have been established to help the Association generate sufficient interest income from life membership investments to provide basic membership services for life members. ANPR life members are encouraged to increase their life memberships so that the annual interest covers the \$40 per member per year it costs to provide basic membership services. Payment schedules can be arranged through ANPR's business manager or send your payment to ANPR, P.O. Box 108, Larned, KS 67550-0108.

### Second Century Life Membership

Second Century Life Membership is open to any life member paying an additional \$125 for his/her life membership, regardless of the original amount paid.

### Third Century Life Membership

Third Century Life Membership is open to

any life member upgrading to a total of \$500 for his/her life membership.

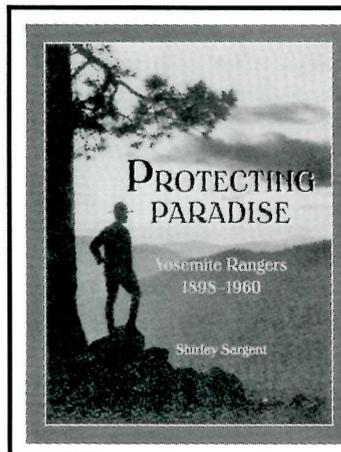
### Fourth Century Life Membership

Fourth Century Life Membership is open to any life member paying a total of \$750 for his/her life membership.

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**ANPR is now on the web! Check out our site at [www.anpr.org](http://www.anpr.org).**

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## Protecting Paradise Yosemite Rangers, 1898-1960

by Shirley Sargent

The first civilian rangers in Yosemite were appointed in 1898. Rangers learned to cope with the wildlife, autos, patrols, searches and rescues, law violators, and natural disasters. This is the story of their lives, often told in their own words—taken from logbooks, diaries, and personal recollections. 8½ x 11, 160 pages, 88 illus., biographical sketches, index.

**Hardcover: \$24.95; Paperback, \$18.95.**

Order from: Ponderosa Press, P.O. Box 278, Yosemite, CA 95389. CA addresses add 7.25% sales tax. Shipping & handling: \$2.50 for one book & 50¢ for each additional book.

# ANPR to meet in Tucson, Arizona

## *Join your colleagues*

**M**ake your reservations now for the 22nd Ranger Rendezvous Dec. 8-12 at the Holiday Inn in downtown Tucson. Room rates are \$65 (plus tax) a day and guaranteed for five days before and five days following the Rendezvous. For reservations call toll-free at (800) 448-8276 or (520) 624-8711.

While you're in Arizona for the pre-holiday gathering, plan to visit some of the 10 NPS areas within a day's round-trip drive of Tucson.

This year's program will feature new workshops and perennial favorites. The National Leadership Council also will meet the same week. Here is the **tentative Rendezvous agenda:**

### **Monday, Dec. 7**

6 - 7:30 p.m., opening informal reception in hotel hospitality suite

### **Tuesday, Dec. 8**

9 - 9:45 a.m., Conference opening; welcome and overview of Rendezvous  
9:45-10:30 a.m., Keynote address

10:45-noon, Association business sessions

1:30 - 2 p.m., Door prizes/fines/announcements

2 - 3 p.m., WASO Update - Panel with the Associate Directors

3:30 - 5 p.m., Business session

6 - 7:30 p.m., Reception with exhibitors

### **Wednesday, Dec. 9**

7 - 8 a.m., Newcomers breakfast

8 - 8:30 a.m., Door prizes/fines/announcements

8:30 - 10 a.m., Keynote address, NPS Director Robert Stanton; Mather Award presentation

10:45 - noon, Panel discussion; National Park Foundation, National Parks and Conservation Association

1 - 2:30 p.m., Workshop Session 1

3:15 - 4:45 p.m., Workshop Session 2

5:15 - 5:45 p.m., Fun Run/Slug Walk

6 - 7:30 p.m., Reception with Exhibitors

7:30 p.m., Special Interest Group Meetings

### **Thursday, Dec. 10**

8 - 8:30 a.m., Door prizes/fines/announcements

8:30 - 9:15 a.m., Keynote address, Assistant Secretary Don Berry

10 - 11:30 a.m., Business session

11:30 - 1:30 p.m., Banquet luncheon with speaker; (Sen. McCain invited)

1:30 - 3 p.m., Workshop Session 3

3:45 - 5:15 p.m., Workshop Session 4

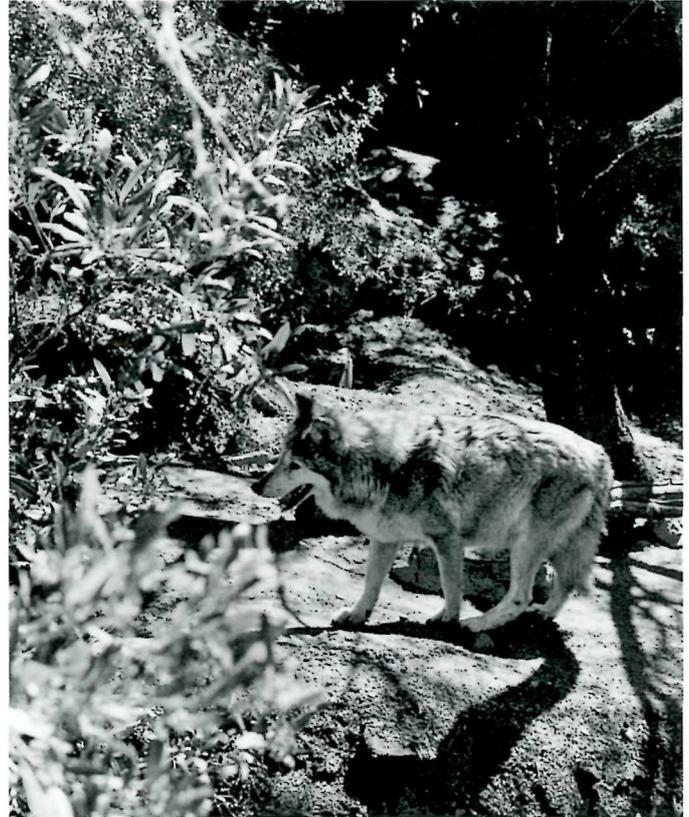
8 - 9:30 p.m., NPS FilmFest

### **Friday, Dec. 11**

Field trips; other outings

5 p.m., Social/outdoor BBQ with local retirees

8 p.m., Dance



Teresa Ford

**MEXICAN WOLF:** Visit the Arizona-Sonora Desert Museum while in Tucson for this year's Rendezvous.

### **Saturday, Dec. 12**

8:30 - 9 a.m., Door prizes/fines/announcements

9 - 10:30 a.m., Business session; Super Raffle drawing

11 - noon, Keynote address

1:30-3 p.m., Final business session; Wrap-up/closing  
Hospitality Room open through the evening

### **Tentative Workshop Topics**

#### ► **WASO Program Offices**

- Ranger Activities

- Interpretation

#### ► **Financial Planning** with Frank and Kathy Betts; assisted by a trust attorney

#### ► **Search and Rescue** in the NPS; Butch Farabee's new book will be available

#### ► **NPCA Legislative Update**

#### ► **Encountering Wise Use Groups**

#### ► **Resources Management Update;** Dick Sellars' new book will be available

#### ► **The Bevinetto Fellowship**

#### ► **Coping with Death** in the workplace

#### ► **Working in a New Park**

#### ► **"Penquins in the Workplace"**

**REGISTRATION for RANGER RENDEZVOUS XXII**  
**TUCSON, ARIZONA • DEC. 8-12, 1998**

*Please Print.*

Name (as you want it on badge) \_\_\_\_\_

Name of significant other attending \_\_\_\_\_

Address \_\_\_\_\_

Four letter NPS Unit Designator \_\_\_\_\_

Are you interested in one of the following proposed field trips or activities:

\_\_\_ Saguaro NP tour    \_\_\_ Arizona-Sonora Desert Museum Tour    \_\_\_ Fun run

\_\_\_ Trip to Mexico    \_\_\_ Trip to various Arizona parks    \_\_\_ Golf Outing

*Note: Field trips will be on Friday and have not been finalized. There will be a separate cost for these activities that will be determined by number of participants. Additional information will be available at the registration desk when you arrive. There will also be an informal BBQ (separate charge on-site) Friday evening to which all local NPS retirees will be invited.*

Please fill out appropriate registration amount in the spaces provided below:

<b>Self:</b>		<b>(Cost at On-Site Registration)</b>
Member (\$45)	_____	\$55
Non-Member (\$65)	_____	\$75
First Rendezvous (\$30)	_____	\$45
<b>Significant Other:</b>		
Member (\$30)	_____	\$40
Non-Member (\$40)	_____	\$50
First Rendezvous (\$25)	_____	\$35

Luncheon Tickets (\$20 ea.) \_\_\_\_\_ (Thursday, Dec. 10, will feature an important speaker.)

T-shirts (\$12 ea.) \_\_\_\_\_  
 circle size(s) XL, L, M, S

**TOTAL SUBMITTED:** \_\_\_\_\_

*Please make check payable to ANPR and send to: ANPR*  
*P.O. Box 108*  
*Larned, KS 67550-0108*

**ANPR Raffle Always A Popular Activity at Rendezvous**

*This year's* regular raffle is unencumbered by state laws, so we will be able to conduct it as we see fit. There will be the usual colorful characters hawking tickets by whatever means necessary, so come prepared to buy your limit of chances on the wonderful items that will be donated. And of course, spend the next few months working diligently on those hidden talents we know you possess — carving, sewing, stitching, molding, painting, brewing, knitting, crocheting, etc. And if you possess no other talent, you can always solicit others for donations. Your local cooperating association is a good place to start. Just remember to note who donated the item and the open market value because we need this information for our business records. If you find or make an item and won't be attending this year's Rendezvous, you can send it with someone else or send it to Bill Wade at:

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## IRF Update

By Bill Halainen  
Delaware Water Gap

**A**lthough rangers in most member associations have been busy with field activities this summer, there has been considerable activity within the Federation.

### Executive Council Elections

IRF is at last getting formally organized. Ballots have been received from member associations regarding the composition of IRF's executive council. The results:

**President:** Gordon Miller, United Kingdom  
**Vice President:** Rick Smith, Association of National Park Rangers, United States  
**Secretary:** Sue Clark, Countryside Management Association, United Kingdom  
**Treasurer:** Mike Marshall, Countryside Management Association, United Kingdom  
**Australasian Representative:** Kristen Appel, Australian Ranger Association, Australia  
**African Representative:** John Forrest, Game Rangers Association of Africa, South Africa  
**South American Representative:** Juan Carlos Gambarotta, Asociacion De Guardaparques y Guias de Naturaleza, Uruguay  
**Central American Representative:** Ronald Mora, Costa Rica Rangers Association, Costa Rica  
**North American Representative:** Yvette Ruan, Association of National Park Rangers, United States  
**European Representative:** Vlado Vancura, Slovak Rangers Association, Slovakia  
**Asian Representative:** Pending

President Gordon Miller has sent this note to his new fellow council members and to those who were not elected: "Congratulations to those who were elected; to those who were unsuccessful, I would like to extend my thanks for offering your services and hope that we can use your talents in the future. It's a healthy sign for IRF that we can have so many wishing to be so active in its development. The next few years will require a lot of work to fulfill our early promises and aspirations, and there will be an increasing need for continental groups of activists. We owe a debt to departing council members and officers. I hope that we can all follow their devotion to the cause."

"I would also like to pay tribute to the retiring Secretary, Bob Reid. Bob was one of the founders of the Federation, and has consistently supported the concept of a worldwide ranger family. Although he has returned to the role of Chairman of the Scottish Countryside Ranger Association, I am sure that he will continue to be active in international affairs. Our warmest thanks to you, Bob."

### Third World Congress

IRF's Third World Congress will be held September 10-16, 2000, at Berg en Dal Camp in Kruger National Park. Merle Whyte of Mpumalanga Promotions, the organization that contracted with the Game Rangers Association of Africa (GRAA) to run the event, has provided us with an update on developments:

The main theme of the Congress will be "The Role of the Ranger Beyond 2000." The emphasis will be on the development of effective strategies to ensure that ranger expertise and knowledge is transmitted to decision-makers in business, governments and communities so that rangers become a force for change in the 21st century. The congress will be structured to allow maximum participation by and interaction between delegates through plenary and breakaway sessions. There will also be a limited number of poster presentations. As noted previously, the four sub themes of the congress will be to enhance and support the role and status of rangers in the continent of Africa; to raise awareness of IRF, particularly in Africa; to encourage the sharing of expertise from all parts of the world to combat threats to wildlife; and to raise awareness of the problems of wildlife management and improve the ability of rangers to provide solutions to these problems.

The venue for the workshop will be Berg-en-dal Rest Camp in Kruger NP. The park's roughly 4.8 million acres are in Mpumalanga Province. The park is well known for its vast biological diversity, with 336 species of trees, 147 of mammals, 507 of birds, 114 of reptiles, 49 of fish, and 34 of amphibians. Berg-en-dal is located 12 kilometers from the Malelane entrance gate and has 68 three-

bed cottages, 23 six-bed cottages, two guest houses and 70 camping sites.

There will be a one-day, mid-congress field trip which will expose participants to management issues of Kruger NP, including game capture, vegetation monitoring, application of fire as a management technique, and anti-poaching techniques. Morning and evening game drives will be undertaken before and after the daily congress sessions. Registration includes two drives per participant. Optional three-day, pre-congress excursions can be arranged at additional cost to Mpumalanga, KwaZulu/ Natal, and Cape Provinces. Groups will be small and will be accompanied by local experts. Should the demand be sufficient, a program will be arranged for family or friends accompanying delegates. Possibilities include game drives, day visits to interesting cultural and historic sites, and spectacular scenic drives in the vicinity of the park.

(continued on page 28)

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Bic metal point pen with ANPR logo (gray or black, circle color)	\$1.50			Ball cap (beige) with embroidered ANPR logo	\$12.50		
Insulated mug, large, black (20 oz.)	\$6.00			<b>Subtotal</b>			
Insulated mug, small, gray (12 oz.)	\$4.50			CA residents add 7.25% sales tax			
ANPR Tattoo	\$1.00			Shipping & handling (see chart)			
ANPR decal	\$1.50			<b>TOTAL (U.S. currency only)</b>			
Plastic stadium cups	\$1.00			<p><b>Shipping &amp; Handling</b>                      Orders up to \$10 ..... \$3.50                      \$10.01 to \$20 ..... \$4.00                      \$20.01 to \$50 ..... \$5.00                      \$50.01 to \$100 ..... \$7.00                      Over \$100 ..... \$10.00</p> <p><b>* For Shirts:</b>                      Polo — Circle color &amp; size:                      Forest Green (only S) Wine (S, M) Gray (only M)                      Turtlenecks — Circle color &amp; size:                      Teal (M, XL) Banana (S, L, XL) Navy (L, XL)</p>			
ANPR coffee mug (ceramic)	\$6.00						
* Polo shirts – SALE!!	\$15.00						
* Turtlenecks – SALE!!	\$10.00						
Pewter key ring	\$5.00						
Brass key ring	\$5.00						
Large belt buckle, brass (3-inch)	\$25.00						
Large belt buckle, pewter (3-inch)	\$25.00						
Large totebag, cream & forest green	\$15.00						
Penlights (marbled gray only)	\$12.50						
Small Swiss army knife w/ 4 tools, 1½-inch blade, (black, red or blue - circle color)	\$20.00						
Wilson Tour golf balls w/ ANPR logo				<p>Send order form and check — <b>payable to ANPR</b> — to Jeannine McElveen, P.O. Box 500, Death Valley, CA 92328.</p> <p>Name _____</p> <p>Address _____</p> <p>Phone _____</p>			
Single ball	\$2.50						
Sleeve (3 balls)	\$7.50						
Dozen	\$30.00						
Croakies (eyeglass holder) - Forest Gr.							
"National Park Service"	\$4.50						
"Park Ranger"	\$4.50						
T-shirts w/ large two-color ANPR logo							
White - heavy 100% cotton	\$9.50						
Circle size: M, L, XL, X, XL	\$10.50						
Rendezvous T-shirts from Ft. Myers							
Six-color screenprint on forest green, heavy 100% cotton;	\$9.50						
Circle size: M, L, XL, XXL	\$10.50						

## All in the Family

**P**lease send news about you and your family. All submissions must be *typed or printed* and should include the author's return address and phone number.

Send via e-mail to [fordedit@aol.com](mailto:fordedit@aol.com) or write to **Teresa Ford, Editor, 26 S. Mt. Vernon Club Road, Golden, CO 80401**. Changes of address should be sent separately to the ANPR Business Manager, P.O. Box 108, Larned, KS 67550-0108.

**Merry Beyeler** (BAND, ELMO, BICA, SEKI, YOSE) resigned in June from Bandelier NM as the fire program assistant. She is starting a new career in medicine (emergency medical technician) in Santa Fe, N.M. Address/phone: c/o St. Vincent's Hospital ER, 455 St. Michael's, Santa Fe, NM 87505; (505) 820-5250.

**Jim Brady** (CRLA 61, YELL 62, PEFO 62-64, LAME 64-67, YELL 67-72, YOSE 72-76, HOAL 76-81, MARO 81-83, ZION 83-87, GRTE 87-91, WASO 91-95, GLBA 95-98) has left the superintendency of Glacier Bay and a 37-year NPS career to become an avid golfer. He and **Gwen**, also retired from the NPS, now live at 106 St. Andrews Circle, Durango, CO 81301; (970) 382-0248.

**Jeff Bradybaugh** (THRO 82-91, MACA 91-97) has transferred to Zion National Park as chief of resource management and research. Previously he was chief of science and resource management at Mammoth Cave National Park.

**Shawn Bryant** (YELL 87-92, BIBE 92-94, LIBI 94-98), previously a maintenance mechanic at Little Bighorn Battlefield now is the facility manager at Florissant Fossil Beds. Shawn's children, **Seth, Cori** and **Katelyn**, also have relocated there.

**Cliff and Judy Chetwin** and daughter **Jeni** have moved to the Denver area. They are working in the same jobs, just not from the office in Santa Fe. Address: 5686 S. Ingalls St., Littleton, CO 80123.

**Julia Clebsch** (FLAG 92-96, EUON 96-98) is a park ranger at Lowell NHP, Tsongas Industrial History Center. Previously she was a park ranger at Eugene O'Neill NHS. She graduated July 1 with 27 classmates from the Servicewide Intake Trainee Program at Marsh-Billings NHP.

**Marcus Combs** (GOGA 87-present) now is an interpretive park ranger and volunteer coordinator at the Presidio. Previous assignments have been park ranger in the Bay District and the Ocean District. Address: Golden Gate NRA/Presidio, Fort Mason #201, San Francisco, CA 94123.

**Rick Erisman** (GRCA 73-76, Longfellow 75, CHOH 76-98) retired in June after 24 years with the NPS. Address/phone: 517 Caroline Street, Cumberland, MD 21502; (301) 724-4548, [derisman@mail.gcnet.net](mailto:derisman@mail.gcnet.net).

**Bob Hansen** (INDE 87-96, NACC 96-98, GREE 98-present) is the park manager for Greenbelt Park, NACE. His previous job was park ranger at National Mall. He married **Sue Ketchum** Jan. 3, 1998. Sue (now Hansen, MANA 90-94, INDE 94-96, NACC 96-present) is a supervisory park ranger. Address/phone: 122 Chanel Terrace, #103, Falls Church, VA 22046; (703) 532-5284; [hansen@smart.net](mailto:hansen@smart.net).

**Andrew M. Johnson** (NCR 83-85) is a seasonal visitor use assistant at Great Falls Park, Va. Previously he was a park ranger in interpretation for Mall Operations, National Capital Region. He is an elementary school teacher during the school year. Address: 4068 Roberts Circle, Marshall, VA 20115.

**Bob Krumenaker** (SHEN 1994-98, SWRO 1991-94, ISRO 1985-91, BITH 1983-85, WASO 1983, DINO 1982, NABR 1981, ZION 1980, GRCA 1980, CANY 1977, 79) has left Shenandoah, where he was chief of natural and cultural resources, to become the deputy associate regional director for planning, resources stewardship and science in the NPS Northeast Regional Office. He also is the national coordinator of the NPS Natural Resources Initiative. Krumenaker has authored the resource management section of *The Professional Ranger* since its inception in *Ranger* in 1989. Address: 324 Paoli Woods, Paoli PA 19301.

**Linda Lutz-Ryan** (BRCA 88-91, SWSSO 92-95, HAVO 95-98) is an interpretive park ranger/education specialist at Florissant Fossil Beds. She left a similar position at Hawaii Volcanoes. Her husband, **Peter Ryan**, and daughter, **Erin**, are excited about moving to the Rockies. Address: P.O. Box 185, Florissant, CO 80816.

**Anthony P. Mangelli** (NACC 92-95, INDE 95-98) is now a law enforcement at Morristown NHP. He was a law enforcement ranger at Independence NHP. E-mail: [ajmangelli@prodigy.net](mailto:ajmangelli@prodigy.net).

**Reed McCluskey** (DSC 77-81, CHIS 81-86, GRCA 86-91, PETR 91-98) is now chief of resources management and visitor protection at Klondike Gold Rush NHP in Skagway. He transferred from a similar position at Petroglyph NM in Albuquerque. He and his wife **Marlene**, and two boys, **Arlen and John**, now may be reached at P.O. Box 713, Skagway, AK 99840; (907) 983-2197; [rnc2@ptialaska.net](mailto:rnc2@ptialaska.net)

**Bruce D. McKeeman** (TONT 71-73, YOSE 73-81, HAVO 81-83, JOFL 83-86, GWMP 86-90, VOYA 90-98) has transferred from chief ranger at Voyageurs NP to Deputy Superintendent, Roosevelt-Vanderbilt NHSs. Until he and **Georjean** have a new home, contact them c/o Home of FDR NHS, 519 Albany Post Rd., Hyde Park, NY 12538.

**Dale Nisbet** (LAMR 87-88, YELL 89-90, KICA 91, EVER 90-96, BUFF, 96-present) is a resource management specialist trainee at Buffalo National River. His previous job was supervisory dispatcher at Everglades. Address: 2116 Cypress, #12, Harrison, AR 72601.

**Karen Rogal** (GRTE 88 MORA 89, VAFO 89, MORA 90, INDE 91093, BUFF 93, CHIC 94-98) is a law enforcement park ranger at Katherine Landing, Lake Mead. Previously she was a law enforcement park ranger at Chickasaw NRA. Address/phone: NPS Lake Mojave, Bullhead City, AZ 86429; (520) 754-3349.

**Marten Schmitz** (CACA 85-86, FODA 85, GRBA 86, NAVA 87-88, JELA 86-89, PEFO 89-96, AGFO 96-98) is a park ranger and natural resource manager at Pecos National Historic Site. He left a similar position at Agate Fossil Beds NM. **Mar Aguilar-Schmitz** (CHAM 84, BIBE 85, GRBA 86, U.S. Forest Service 87-91, PEFO 91-96, AGFO 96-98), formerly a park ranger at Agate Fossil Beds, now is a full-time mother. Their second child due in October will join **Sebastian**, 4.

**Tyler Sturdevant**, born at the Grand Can-

(continued on page 28)

## Welcome to the ANPR Family!

Here are the newest members of ANPR:

James Daniel Abbe	Manteo, NC
Dawn Adams	Point Reyes, CA
Amanda Austin	King Salmon, AK
George Baisley	Browns Mill, NJ
Katie Bliss	San Antonio, TX
David Brennan	Grand Canyon, AZ
Dave Brueland	McKinley Park, AK
Gisella Burgos	Atlanta, GA
Donald Burrell	Washington, DC
Beth Card	Ochopee, FL
Andrea Catroppa	Atlanta, GA
Rose Cortez	Grand Canyon, AZ
Mike Dedman	Page, AZ
Tim Donnell	Calais, ME
Lisa Elenz	Moose, WY
Jennifer Flynn	Tupelo, MS
Michael Francis	Berlin, MD
Todd Gearman	Germantown, MD
Juan Gomez	Asheville, NC
JNEM Library	St. Louis, MO
Andrew Johnson	Marshall, VA
Elizabeth Kerwin	Washington, DC
Aaron Kopp	Columbus, OH
Art Latterell	Springdale, UT
Jim Liles	Harrison, AR
Johanna Lombard	Tupelo, MS
Kristy MacMillan	Three Rivers, CA
Dereck Manning	Independence, MO
Rachel Mazur	Sedro Woolley, WA
Laurel McGowan	Wall, SD
Lavell Merritt	Point Marion, PA
Andrea Messan	Hot Springs, AR
Kean Mihata	Springdale, UT
Amy Mowat	Cape Canaveral, FL
K. Alan Nash	Porter, IN
Chris Nielsen	Alexandria, VA
Dale Nisbet	Harrison, AR
Pecos NHP Library	Pecos, NM
Stacie Pope	Reynoldsburg, OH
Justin Pursley	Saint Croix Falls, WI
David Quirino	Washington, DC
Ruth Rhodes	Vancouver, WA
Karen Rogal	Bullhead City, AZ
Jason Ross	Gettysburg, PA
Wendy Ross	Shiloh, TN
Jose Santiago	Yellowstone, WY
Laura Schnebelen	Columbus, OH
Erich Schuttauf	Kissimmee, FL
Kathryn Skogg	Springdale, UT
Tyler Sturdevant	Suncity Center, FL
Eric Sheetz	Washington, DC
Epifania Suafo'a	American Samoa
Anna-Catherine Super	Atlanta, GA
Kelly Sutherland	Medina, OH
David Szymanski	International Falls, MN
Diane Taylor	Middleton, MA
Carlin Morris Timmons	Atlanta, GA
Timothy Townsend	Seward, AK
David Underwood	Atlanta, GA
Nathaniel Waite	Columbus, OH
Cidney Webster	Three Rivers, CA
Peter Woods	Prince Rupert, B. C.
Heather Yates	Copper Center, AK
Joe Yokum	London, OH

## Nominations *(continued from page 17)*

### Special Concerns

**ROLE:** Coordinate ANPR's relations with Congress and the Administration. Coordinate ANPR activities relative to legislative and policy actions, including developing and maintaining regular communications with members of the Administration, Congress and other organizations with an interest in legislative and political activities affecting ANPR and the NPS. Coordinate the preparation of congressional testimony and correspondence with the Administration and Congress.

### SPECIFIC RESPONSIBILITIES:

► Coordinate ANPR's activities relative to legislation and policy with Congress and the administration.

► Monitor congressional activities that may be of interest to the Association.

► Coordinate the writing and delivery of testimony before congressional committees and the preparation of written comments on pending legislation.

► Represent the Association before Congress when designated by the president.

### Seasonal Perspectives

**ROLE:** Ensures board actions reflect the concerns of seasonal/ non-permanent employees

### SPECIFIC RESPONSIBILITIES:

► Represents seasonal/non-permanent employees' perspectives to the board.

► Gathers data and information relative to the issues and concerns of seasonals/non-permanent employees and provides recommendations to the board.

► Serves as a point of contact for seasonal/non-permanent employees.

### Secretary

**ROLE:** To maintain and record the official actions of the Association.

### SPECIFIC RESPONSIBILITIES:

► Maintain the bylaws and compendium. Serves as the resident expert on the bylaws and compendium.

► Record and distribute the minutes from all board meetings.

► Write synopsis of board meetings for *Ranger*.

► Prepare nomination forms and ballots.

### Responsibilities of every board member:

► Decision Maker — Develop the strategic plan, providing guidance and direction to

## Membership Directory Planned for 1999

A draft of an ANPR membership directory is scheduled for presentation at the December Rendezvous, where members will review and recommend publication action to the board. Information to be included in the directory will be:

Name(s)  
Park/Region/Retired  
Position  
Home Address  
City, State, Zip  
Office Phone, Home Phone  
Home e-mail address

If for any reason you don't wish to have all or parts of this information included in the directory, please contact Mike Caldwell, Membership Services (phone number/address on the back cover).

the Association. Establish policies and plans. Evaluate results.

► Adviser and Advocate — Act as consultant to the board, offering professional opinions. Speak to the members and relay issues and concerns to the board. Speak out to the NPS community, members, partners, etc., on behalf of Association.

► Administrator — Maintain the board system, organize, lead and participate in meetings. Provide financial guidance to the Association.

**Time commitment:** To properly fulfill the duties of this position, the board member should expect to volunteer an average of two to four hours per week.

**Expenses:** Each board member may be reimbursed for specific ANPR expenses. Reimbursement for the mid-year board meeting may include travel, lodging (one-half the rate of a shared hotel room) and child care expenses. No reimbursement is given for meals. Board members attend Rendezvous at their own expense.

If you are interested in one of these positions, or if you know another ANPR member who could serve the membership well, please contact Secretary Heather Whitman (address/phone on the back cover of this issue) so she can get ballot information. Please let her know if you have any questions. □

## IRF *(continued from page 24)*

A call for papers has been issued for 20-minute oral presentations during plenary sessions and 10-minute presentations of assembled poster materials during poster sessions. Papers should focus on one of the four congress sub themes noted above. The steering committee will select papers on the basis of relevance to the congress themes. Abstracts of 500 words or less should be submitted to the Congress secretariat by April 1, 1999. These will be included in a file provided to delegates at registration.

The registration fee for the congress will include transportation from and to Johannesburg International Airport, shared accommodations, meals, congress materials and the mid-congress field excursion. The fee will be about \$600 (U.S.) per delegate; the exact amount will be announced later. A limited number of scholarships will be available. Delegates who will need financial assistance to participate should contact the Congress secretariat as soon as possible. Mpumalanga Promotions will be able to assist with reservations, information and other arrangements for any delegates who may wish to extend their stays in Africa.

GRAA recently established GRASS (Game Ranger Association Specialist Services) as a commercial arm to assist with funding the association. The first commercial venture launched by GRASS consists of safaris in Kruger NP led by full-time game rangers — GRAA members who are sub-contracted for the duration of the safari. These safaris can be arranged for any length between three and six days, and are individually planned. Clients can request specialization in a specific field; if, for example, they are interested in birds, a ranger who is a bird specialist will be their guide. Other options include elephant or photo safaris. The safaris entail game drives in an open vehicle, early morning and evening walks, bush braai (barbecues), and in-depth information on natural areas management.

A brochure on the Congress will be distributed in September. GRAA wants interested delegates to contact them by the end of November. For more information, contact Merle via the Internet at [merle@mpu.co.za](mailto:merle@mpu.co.za) or by fax (27-13-7355047).

## Second World Congress

Work continues on the proceedings from

the Second World Congress in Costa Rica. It has taken a considerable amount of time to get all the documents in the same format, type up rough notes, and translate some presentations from Spanish to English or from English to Spanish. The target for publication is November or December.

## Officer Activities

President Gordon Miller met with representatives from the Johann Jacobs Foundation at Losehill Hall in Peak District National Park in the U.K. in mid-July. Also attending were Francisco Correia and Maria Cunha from Associacao Portuguesa de Guardas e Vigilantes da Natureza, the Portuguese ranger association. The foundation is funding a project in Europe entitled "Promoting Environmental Literacy through Youth and Ranger Training," which Miller will supervise on behalf of IRF. One of the first activities will be a professionally done survey of rangers in Europe to determine training, qualifications, and related skills and abilities. The project will bring in about \$4,500 to IRF over the next two years.

Vice President Rick Smith will travel to Mexico Oct. 25 on behalf of IRF. He will give a speech to participants at the first training course for Latin American rangers pertaining to law enforcement. His general topic is the status of world conservation.

Australasian Representative Kristen Appel will attend Heritage Interpretation International's Fifth World Congress in Sydney, Australia, on behalf of IRF.

□ □ □

ANPR has received expressions of interest in affiliating with IRF from Cuba, Argentina, Mexico and Ecuador. Members of ANPR's international committee are providing colleagues in these countries with the necessary information on affiliation.

□ □ □

Organizers of the Costa Rican Congress are struggling with the address list for the participants of the congress. Please send updated addresses, including phone, fax and e-mail information to Rick Smith via the Internet at [rsmith0921@aol.com](mailto:rsmith0921@aol.com), or by fax, (505) 867-4175, or to his home address at 2 Roadrunner Trail, Placitas, NM 87043, USA. The completed list will be included as a supplement to the proceedings, which should be published near the end of 1998. □

## ANPR to help raise funds for scholarships to World Congress

ANPR has agreed to undertake fundraising to support scholarships for Western Hemisphere delegates for the 3rd World Congress of the International Ranger Federation. The Congress is scheduled for Sept. 6-10, 2000, in Kruger National Park in South Africa.

Registration is estimated to cost about \$600 per person; airfare from the Western Hemisphere to South Africa will run about \$2,000 per person. Similar to the meeting in Costa Rica, ANPR will fund at different levels. Some delegates may require funding only for the registration costs; others only for transportation.

Some will be unable to attend without full support. ANPR will give priority to those who demonstrate they have sought to finance their participation through a variety of sources.

The fund-raising effort will be managed through ANPR's international committee. The committee will adopt a fund-raising strategy during a meeting at the Rendezvous in Tucson. Any ANPR member who has ideas about the fund-raising effort is invited to attend the meeting.

ANPR's efforts provided scholarships for a number of Latin American colleagues to the Costa Rican Congress.



## All in the Family *(continued from p. 26)*

yon in 1928, is the son of the late **Glen E. Sturdevant**, park naturalist lost in 1929. Tyler retired from the U.S. Bureau of the Census in 1981. A charter member of the Senior Executive Service, he was listed in Who's Who in the East in 1983-90. He has been married for 46 years and has four children and 10 grandchildren.

**Tom Ulrich** (CRLA 95-89, HOME 89-91, GRKO 91-95, FLFO 95-present) has changed jobs at Florissant Fossil Beds. He now is a resource management ranger after serving as chief of interpretation and resources management. His wife, **Patty**, is a family therapist at the Kids Crossing Agency in Colorado Springs. Address/phone: P.O. Box 185, Florissant, CO 80816; (719) 748-3253. □

## MEMBERSHIP APPLICATION — Association of National Park Rangers

Renewal *or*  New Membership      Date \_\_\_\_\_      Park Code \_\_\_\_\_      Region \_\_\_\_\_       Retired?

Name(s) \_\_\_\_\_ Office phone \_\_\_\_\_  
 Address \_\_\_\_\_ Home phone \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip+4 \_\_\_\_\_ Home e-mail address \_\_\_\_\_

### Important Notice

In order for ANPR to be an effective, member-oriented organization, we need to be able to provide park and regional representatives with lists of members in their areas. It is, therefore, vital that you enter the park and field area four-letter codes before submitting your application.

**Dues are based on annual income. Please use current income level to determine your payment.**

### Type of Membership (check one)

	Individual		Joint	
	One year	Two years	One year	Two years
<b>Active</b> (all NPS employees and retirees)				
Seasonal	<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75
Under \$25,000 annual salary (GS-5 or equivalent)	<input type="checkbox"/> \$35	<input type="checkbox"/> \$65	<input type="checkbox"/> \$50	<input type="checkbox"/> \$95
\$25,000 – \$34,999 (GS-7/9 or equivalent)	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
\$35,000 – \$64,999 (GS-11/14 or equivalent)	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145
\$65,000 + (GS-15 and above)	<input type="checkbox"/> \$75	<input type="checkbox"/> \$145	<input type="checkbox"/> \$90	<input type="checkbox"/> \$175
<b>Associate Members</b> (other than NPS employees)				
Associate	<input type="checkbox"/> \$45	<input type="checkbox"/> \$85	<input type="checkbox"/> \$60	<input type="checkbox"/> \$115
Student	<input type="checkbox"/> \$25	<input type="checkbox"/> \$45	<input type="checkbox"/> \$40	<input type="checkbox"/> \$75
Corporate	<input type="checkbox"/> \$ 500			
Supporting	<input type="checkbox"/> \$1,000			
<b>Life Members</b> (May be made in three equal payments over three years)				
Active	<input type="checkbox"/> \$750		<input type="checkbox"/> \$1,000	
Associate	<input type="checkbox"/> \$750		<input type="checkbox"/> \$1,000	

**Library/Subscription Rate** (two copies of each issue of *Ranger* sent quarterly)       \$100

To help even more, I am enclosing an extra contribution  \$10     \$25     \$50     \$100     Other

**Return membership form and check payable to ANPR to:**  
**Association of National Park Rangers, P.O. Box 108, Larned, KS 67550-0108**  
*Membership dues are not deductible as a charitable expense.*

### Administrative Use

Date \_\_\_\_\_  
 Rec'd \$ \_\_\_\_\_ Check # \_\_\_\_\_  
 By \_\_\_\_\_

► **ANPR may publish a membership directory, for distribution to members.** May we publish your:

**e-mail address?**  yes  no

**home address?**  yes  no

**home or office phone?**  yes  no

► To assist the ANPR board in planning Association actions, please provide the following information.

\_\_\_ Do you live in **park housing**?

\_\_\_ **Number of years** as a NPS employee

\_\_\_ **GS/WG level** (This will not be listed in a membership directory)

\_\_\_ **Your job/discipline area** (interpreter, concession specialist, resource manager, etc.)



## Share your news with others!

*Ranger* will publish your job or family news in the All in the Family section.

### Send news to:

Teresa Ford, Editor  
 26 S. Mt. Vernon Club Road  
 Golden, CO 80401  
 or e-mail: fordedit@aol.com

Name \_\_\_\_\_

Past Parks — Use four-letter acronym/years at each park, field area, cluster (YELL 88-90, GRCA 91-94) \_\_\_\_\_

**New Position** (title and area) \_\_\_\_\_

**Old Position** (title and area) \_\_\_\_\_

Address/phone number (optional — provide if you want it listed in *Ranger*) \_\_\_\_\_

Other information \_\_\_\_\_

## Directory of ANPR Board Members, Task Group Leaders & Staff

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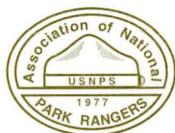
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