



NEWSLETTER



U.S. Department of the Interior National Park Service

VOL. 3 NO. 23

A SERVICE PUBLICATION FOR SERVICE PERSONNEL

NOVEMBER 14, 1968

DO PROFESSIONALS AND TECHNICIANS REALLY PERFORM DIFFERENT TASKS AT "GRAND HAVEN NATIONAL PARK?"

By Mati Tammaru

"As manager of a management unit of 'Grand Haven National Park,' I run into a dilemma when I start digging deeper into the FOST concepts that I have heard about and studied. We have just taken a look to see what work should be done by technicians and what should be done by professionals. The answers are not easy."

"As I understand it, FOST outlined new ways of organizing our work in parks into occupational series of Park Ranger and Management, and Park Aid and Technician. FOST recommended separation of professional and non-professional parkwork. Ideally, that separation should eliminate non-professional duties from our Park Ranger jobs, shouldn't it?"

"In looking at our work, we concluded that the question of professional versus technician work has some sticky aspects. It is not too difficult to see the separation between technician and professional work below the GS-5 grade level, nor above the GS-9 grade level. But, in between, we saw that we have GS-5, 7 and 9 Rangers doing essentially the same work as GS-5 through GS-9 Technicians. Where is the difference?"

The difference is there, but it may not necessarily show itself in the type of work to be done. The GS-5 to GS-9 range is where much of our park work at the firing line must get done. In fact, this is the twilight zone of work which may be either professional or technical in character. Many of these jobs are interchangeable with some variations in duties, depending on the individual placed in the job.

"What, then, does make the difference?"

One difference is the qualifications an employee brings to the job. The professional Ranger brings with him a college education and a pretty fair grounding in the theories and academic knowledges in his discipline (coupled with an ability to use them in analyzing and reaching sound conclusions, we hope). The Technician applies an appropriate experience background to the job and is well-grounded in practical job know-how.

The second difference is the purpose of the employee's assignment to the job. Those who enter the Service as professional Rangers generally have a goal of using their talents at a level worth at least a GS-12, GS-13, or higher (and not all have what it takes to get

that far). Technicians at these grades are using their talents in the middle range of their career progression (and some may stay in these grades for longer periods of time). In other words, these grades serve as beginning level career steps for Technicians.

The third very important difference is the management emphasis needed at these grade levels. Professionals, to be ready for more responsible positions, must know what work is done all along the way; they need practical experience. The manager must make

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Shenandoah Wives Host WASO, NCR, WSC



NPS photo by Fred R. Bell

For the third time in four years the staff of Shenandoah National Park played host to an orientation group from Washington, when, early this October, some 43 employees from WASO, NCR and WSC participated in an orientation bus tour of the park.

Superintendent Taylor Hoskins took the group on a tour of the headquarters, after which the visitors were treated to coffee and homemade cookies prepared by the Employees Association and wives of the park staff. Chief of Maintenance Rodney Lowe then took the group

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Management Emphasis

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sure that professionals receive this practical experience as fast as they can absorb it. The manager can make certain that the beginning professionals get to know the area and are exposed to needed practical skills during this internship, keeping in mind that constantly broadening experiences and increasing demands must be part of the assignment. The manager must expect professionals to view their initial assignments from a broad perspective; professionals must relate individual tasks to park programs and, hopefully, grow in their ability to tackle professional assignments involving planning, programming, scheduling, etc.

At these same grades, Technicians are proficient and skillful practitioners of similar duties, perhaps specializing in one or more aspects of the work. Technicians will be the ones who give parks continuity in programs such as fire control, campground operations, visitor services, supervision of seasonal programs, recreation program activities, and other areas of specialization. They will also be called upon for general expertise in the ongoing programs in the park.

The differences do exist, even in the twilight zone of overlapping duties. As a general comment — very few jobs, professional or non-professional, are purely one or the other. We simply don't reach that ideal in organizing our work. It is striking a proper balance in the types of major duties assigned to jobs that we are really after. This is what FOST recommended. This is the way we need to view our potential dilemma.

Shenandoah Wives

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on a tour of the various Maintenance buildings. Chief Naturalist Bruce McHenry then became their guide for the balance of the tour.

Lunch at Big Meadows Lodge was followed by a tour of the Harry F. Byrd Visitor Center with Park Naturalist Cary P. Jones, who explained the purpose of the Center and its interpretive value. Park Guide Depler joined the group to conduct them on a short nature walk in the Big Meadows area. All in all it was a perfect day with clear blue skies, and the start of autumn coloring lent enchantment to the trip.

Speaking for the group, Betty Koubele, Employee Relations Officer (WASO), said: "We cannot praise too highly the Shenandoah staff and their wives for the wonderful treatment this group received."

NPS Alumni Directory

The November COURIER will be devoted to a special NPS Alumni Directory Edition. Be sure your E&AA Membership is up to date. If not send your application to Floyd Hough, Treasurer, Employee & Alumni Association, National Park Service, 1100 Ohio Drive, SW., Washington, D. C. 20242. Membership Rates: Employees less than 10 years with NPS—\$3.00 a year. All others—\$5.00 a year.



See here, Ladies

LETTERS TO JO ELLSWORTH,
SE REGION CHAIRMAN, NPS WO

Dear Jo,

I was delighted that you would ask me to contribute to "See Here Ladies".

We have a nice group of ladies here known as the Cumberland Gap National Historical Park Women's Organization. We meet once a month for our arts and crafts which has included weaving sea grass on stools, enameling jewelry, cake decorating, antiquing pictures. We also have a bridge club that meets every Tuesday evening. All the ladies were invited to become bridge players. Our beginners' classes were taught by Mrs. Glenn Justice, wife of our Job Corps Civil Engineer.

Our organization donates a green and white apron to each departing person which is autographed at their farewell party.

Those of us who can find time work as a volunteer Pink Lady at the Middlesboro Appalachian Regional Hospital assisting the registered nurses in the care of hospital patients.

We have a nice park too, pretty green mountains that we all enjoy.

Thanks for letting me report on some of the things we are doing at this park.

Sincerely,
Jewell R. Kulesza
Cumberland Gap

Dear Jo,

Now since I've settled down to a routine again, I find that I have time to answer your request for a report on what goes on in our park from the woman's point of view.

I enjoyed reading over the material you sent and would like to do what I can to contribute my share to the interest of the organization.

"Our" park being situated in a town as it is, we find it hard to get everyone together at the same time for socials. In the year and a half that we have been here we have managed these get-togethers:

Baby shower for Carol Bullard, party was held in the evening and almost all the wives were able to attend.

Tea and reception for employees, June 1968.

Dinner party for retiree, Carl Flemmer; and transferee, George and Neva Jo Schesveter, July 1967.

The house which we renamed "Branch House" in honor of Branch Spaulding, the first superintendent, was open to the public for Virginia Garden Week, April 22, 1968. It was the first time many people had a chance to see the inside of a Park Service house and 765 people came. The gesture was excellent public relations as many people, I still meet, say, "Oh, yes, I was at your house during Garden Week."

Since the house is so large, we often entertain at small teas, dinners, and luncheons, the VIP's who come on business. Several have stayed overnight.

To bring the park closer to the neighbors, we have neighborhood parties where we have pot luck dinners

See Letters page 4.

Silhouette

Blythe Stenmark



Mrs. Blythe Stenmark, wife of former Assistant Park Ranger Richard J. Stenmark, is credited with playing an important role in the success of the Neighborhood Youth Corps project at Sequoia and Kings Canyon National Parks. Mrs. Stenmark willingly conducted evening classes in mathematics and English for youths assigned to the project.

Some seasonal employees working at Ash Mountain Headquarters also attended the session. At the farewell coffee held in honor of the Stenmarks this summer, one of Blythe's students, an American Indian named Bobby Lee, presented her with a painting he had made of a scene in an Indian village. This expression of thanks indicates the fine work that Mrs. Stenmark has done for the young men.

The Neighborhood Youth Corps project includes boys assigned by the Tulare County Probation Department to work in the two Parks during the last month of their detention. Since September 1966, the 148 enrollees performed 26,000 manhours of work, or an equivalent dollar value to the Service of \$32,500. There have been no lost time accidents during this two year period! Only eight young men did not successfully complete the work program.

Mrs. Stenmark was active in community affairs, and was President of the Federal Women's Club at Sequoia and Kings Canyon at the time Dick transferred to Washington, D. C., to participate in the Departmental Manager Development Program. She also did substitute teaching for the Tulare County School System.

The Stenmarks are now living in Tacoma Park, Maryland, and have three lively girls, Kirsten, Karina, and Karen. Blythe hopes to be able to work with disadvantaged children at their new location.

NPS NEWSLETTER, issued biweekly by the Office of the Director as a communications medium for Service personnel. Edited and published by Div. of Park Practice, Cooperative Activities. Items of general interest to Service personnel on management, operations, economies, public service, and Service organizations are solicited. Address: Collin Ritter, Editor NPS NEWSLETTER, National Park Service, U.S. Department of the Interior, Washington, D.C. 20240.

Profile

Ralph R. McFadden



Ralph R. McFadden, Supervisor, Electrical and Mechanical Engineering, Division of Project Design, DC-SSC, received his 30-year Length of Service Emblem at a general meeting at the Service Center on September 9, 1968.

Ralph was reared and educated in Tacoma, Washington, where he developed an interest in amateur radio which sparked his career with the National Park Service beginning as a "Local Experienced Man" (LEM) at a CCC Camp at Tahoma Creek, Mount Rainier National Park. Working as a radio technician during this period, some of the very earliest developmental work in two-way radio for the National Park Service took place, including the first VHF tests. This was followed by four years as a Fire Look-Out at Mount Rainier which was interspersed with electrical engineering studies at the University of Washington. He was then appointed as Electronic Technician at Mount Rainier in October 1939, when portable/mobile communication was in a rather primitive stage.

During World War II he served both Olympic and Mount Rainier National Parks simultaneously to keep their radio systems operational for the Aircraft Warning Service under contract to the U.S. Army. Later assignments included duty with the U.S. Navy Radio and Sound Laboratory at San Diego, again at Olympic National Park, the Washington Office and Region Four Office.

He was one of the original cadre when WODC (later DC-SSC) was created. During this time a number of firsts occurred; namely, the first radio-telephone link taking the place of NPS telephone lines that were destroyed during a flood; the first installation of a 1,000-watt FM repeater in Olympic National Park, which made technical literature because of its unique features.

The scope of his engineering has expanded until it now includes electrical, telephone, audio-visual and related matters, as well as radio, all of which are included in his present assignment. Ralph has been licensed as a professional engineer (electrical) in Washington State since 1950.

The McFadden's have two sons, one of whom was born at Mount Rainier National Park and who has worked there between semesters at college. The second son aspires to do the same.

His wife, Alice, who has been an enthusiastic partner in all his activities, is a competent artist in her own right. Outside activities of the McFaddens include a long-term (20-year) project constructing an electronic organ which they both play and enjoy. Ralph also is an instructor of the Bethel Bible Series, teaching an adult class at church. He also teaches the prisoners at San Quentin Prison.

LETTERS TO JO ELLSWORTH

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and Park Service movies. The people are enthusiastic and love it.

Bill gives many slide programs to Civil War Round Table Groups, Lions, Welcome Wagon Club, Kiwanis, Daughters of the Confederacy, Church groups, garden clubs, school, etc. and I often go.

I am teaching first grade this year in the Maury School in Fredericksburg and I do a great deal to bring the park before the students. I've always brought my classes to the house for a picnic in the garden and a tour of the house and immediate battlefield. Last year, I taught 4th grade in the Stafford County school, Hartwood. We took the 4th graders on a tour of the historical spots in town, our visitor center, and ended up at "Branch House".

I belong to the American Association of University Women, Fredericksburg Branch, and am able to broaden their viewpoint by contributing a touch of the National Park Service.

In the early fall, we have a Park Service party at George Washington Birthplace. All children and everyone—maintenance men, seasonal, permanent employees are all invited and most come. The setting at the "Tea House" along Pope's Creek is so beautiful. The "Living Farm" at the Birthplace is in full swing. We had a lovely dedication ceremony, out under the ancient trees on the lawn near the memorial mansion on June 18.

The ladies of the Wakefield Association were dressed in beautiful Colonial costumes and made a most memorable picture as they circulated among the 600 guests. A harpist, Mrs. Simpson, beautifully gowned in beige silk played in the parlor of the mansion and later, during refreshments, on the porch of the tea house. She added a great deal of color and charm to the perfect day.

Mrs. Lyndon Johnson paid a visit to the Birthplace on Saturday, September 7, 1968. Unfortunately we had no notice of her coming and were on board the USS Kennedy for the commissioning. Betty and Bob Walker showed her around. She was very impressed and delighted with what she saw. She liked the quiet and naturalness of the pastoral scene. She complimented the Park Service on the fine job that was being done.

Mrs. Rosemary Colgate is giving her string of Morgan horses to the Birthplace. She came to our house one afternoon with "Chris" Christiansen, had dinner with us, and spent the night. The next day we took her to the Birthplace and wandered over the fields where the horses will eventually be pastured. She was most gracious. This large house makes having houseguests so easy.

One weekend we entertained a young lady doctor from Jordan. She hadn't had much opportunity to visit parks because she was going to school and interning; so she was terribly interested in our story of the Service and the home we had made here. Shortly after we moved here we entertained Mr. Hussein who is the Director of the National Parks in Jordan. He had dinner with us and spent the evening.

Best wishes —

Beverly Holloman
Fredericksburg

People on the move

NEW FACES

Anderson, LeRoy, to Admin. Off., Acadia NP

NEW PLACES

Abelson, Lloyd A., from Supv. Hist., Cumberland Gap NHP, to Supv., Andrew Johnson NHS

Ahalt, Alice K., from Sec. Steno., Harpers Ferry NHP, JCCC, to Sec., WASO

Allen, Arthur C., from Pk. Planner, WSC, to Pk. Nat., WASO

Binnewies, William C., from Supt., Tuzigoot NM, to same, Navajo Lands Group, Navajo NM

Boyd, Gordon D., from Supv. Pk. Ranger, Yellowstone NP, to same, Sequoia & Kings Canyon NP

Contor, Roger J., from Pk. Planner, Olympic NP, to Supt., Northwest NP Group, North Cascades NP

Handy, Kenneth M., from Training Inst., Catoctin JCCC, NCR, to same, Acadia NP, JCCC

Hickman, Steven D., from Pk. Ranger, Yosemite NP, to Supv. Pk. Ranger, Rocky Mtn. NP & Shadow Mtn. NRA

Kelley, Daniel G., from Archeologist, Mesa Verde NP, to same, Gran Quivira NM

Lewis, Maymie E., from Teacher, Harpers Ferry NHP, JCCC, to same, Acadia NP, JCCC

Linder, Harry P., from Supt., Casa Grande NM, to same, Flagstaff Group, Tuzigoot NM

Matlock, Gary M., from Archeologist, Navajo Lands Group, Navajo NM, to same, Effigy Mounds NM

Ogle, Carroll W., from Asst. Center Dir., Oconaluftee JCCC, Great Smoky Mtns. NP, to Center Dir., Tremont JCCC, Great Smoky Mtns. NP

Pastrick, George A., from Appraiser, Land & Water Rights, WSC, DS: Assateague Island NS, to Supv. Appraiser, WSC

Rayner, Richard S., from Mgmt. Asst., WASO, to same, Grand Canyon NP

Robertson, Richard B., from Pers. Off., Olympic NP, to Admin. Off., Dinosaur NM

Scovill, Douglas H., from Archeologist, WASO, DS: Amman, Jordan, to same, WASO, DS: SW Archeological Center

Scurlock, Jack D., from Archeologist, Mesa Verde NP - Aztec Ruins NM, to same, Chaco Canyon NM

Steen, Charlie R., from Supv. Archeologist, WASO, DS: Amman, Jordan, to same, WASO, DS: SW Archeological Center

Sudderth, William E., from Archeologist, Gran Quivira NM, to same, Mesa Verde NP

Younkin, Clair H., from Exhibits Spec., Western Museum Lab., to same, WASO

JOINING THE ALUMNI

Butler, Bessie L., from Payroll Clk., SWRO

Richart, John D., from Oper. Gen.-Heavy Duty, Grand Teton NP

Walker, Theodore J., from Janitor, Fort Smith NHS