



NEWSLETTER



U. S. Department of the Interior National Park Service

VOL. 3

NO. 26

A SERVICE PUBLICATION FOR SERVICE PERSONNEL

DECEMBER 26, 1968

A Good Park Ranger

A good park ranger must be neat and a diplomat, and must be able to settle differences of visitors, campers, birders, boaters and fishermen to each person's satisfaction. If he is neat, he's conceited. If he is careless, he's a bum. If he's pleasant, he's a flirt. If he's brief, he's a grouch.

He must make instant decisions that an attorney will take weeks, or even months, to defend. He must be able to work 14 hours a day without complaining. If he hurries, he overlooks things. If he takes his time, he's lazy. If he's energetic, he's trying to impress somebody. If he's deliberate, he's too slow to catch a cold.

He must be an expert in First Aid, must arrive first at the scene of the accident, make a diagnosis of the victim's condition, start breathing, stop bleeding, apply splints to broken bones, and send the injured home with scarcely a limp.

He must be an athlete able to subdue men twice his size and half his age, without damage to himself or his uniform and without using undue force. If you strike him, he's a coward. If he strikes you back, he's a bully. If he gets promoted, he had pull. If he doesn't, it proves he's lacking something.

Last but not least, he must be able to live on what a park ranger makes.



Yosemite

Retirement Kits

Retiring soon? Or, perhaps, in what now seems to be "the distant future?" You'll be interested in the new retirement counselling program that the NPS Personnel Staff has designed for the 6,500 employees of the National Park Service, of whom approximately 175 retire each year. Here are some of the highlights:

Comprehensive new "Retirement Planning" kits were distributed this year to 400 National Park Service employees eligible to retire in 1968. Eventually, kits will be distributed to employees five years before they are eligible to retire, with automatic updating of data as it changes.

Formal retirement counseling seminars will be held, beginning in the fall of 1969, for all National Park Service employees in the Washington Office over 50 and their spouses, to initiate long range planning for retirement.

The National Park Service will begin a trial retirement plan in 1969, under which employees who are eligible to retire but are reluctant to make a complete break, may try retirement for one year, with the option of returning to their job or a comparable position.

Retired annuitant program: This program, initiated in 1965 and believed unique to the National Park Service, will be continued. It was specially designed to utilize the services of highly skilled retirees for short-term, part-time employment. Some 70 retirees have taken part in this program during the past three years.

of Olympic National Park where she and her husband, Park Ranger Hugh Beattie, were stationed in the isolated districts of Sol Duc, Hoh Rain Forest, Kalaloch and Lake Crescent.

Diane met Hugh in Los Angeles, and following their marriage, his various occupations called on her capabilities and talents to fill many wifely roles as he became, successively—seasonal ranger at Yellowstone, a marine at Quantico, Va., a ranger at Olympic, a district ranger at Grand Coulee Dam, chief ranger at White Sands and Sandford Reservoir; and now as the first Superintendent of Pictured Rocks National Lakeshore in Munising, Michigan.

Each of these wifely roles, Diane has played with efficiency and enthusiasm. Looking back at earlier assignments, she thinks of them nostalgically for a moment as "the good old days," but in the next breath she is extolling the joys and adventures of her new area—and her new role.

A great National Park lady, Diane is filled with empathy for man and beast alike. She laughs easily, enjoys company, and is said to assemble a meal for forty as easily as for four. She is also a master seamstress—sewing with consummate speed and skill. As a homemaker, she caters to her family's every whim.

Diane says "our best fringe benefits are that we get to move and to see new places and meet new people, adjust to all kinds of living and come out of it all a much better person. . . What city wife really gets to know her husband's other life, the one he spends away from home? I can't help feeling proud and a little smug knowing that I, too, belong to the National Park Service."

Diane and Hugh have two teen-age daughters, Gloria, 15 and Kathy, 13. Gloria's interests center around winter sports and especially snow skiing while Kathy enjoys music, rather, making music with percussion instruments such as the drums. Both girls attend the Mather High School which is located in Munising.

The Beatties are an active family and together they enjoy travelling, picture-taking, rock hunting and skiing. When asked about any other "hobbies" they might have, Diane added "Oh, Hugh and I chaperon at many of the teen-age activities, but now that I think of it, it's a job!" Also included among "other duties as assigned," she has taken on the role of dental receptionist which she enjoys immensely.

The Beatties reside at 110 Chestnut, Munising, Michigan 49862.

Silhouette

DIANE BEATTIE



Known as the "good humor girl," she invariably greets her new neighbors—seasonal and permanent—not with ice cream and bells, but with a pot of fresh coffee and sweet rolls. Always included in this warm welcome is her offer to lend a helping hand.

That's Diane Beattie. Born in St. Paul, Minnesota and reared in Indiana and California, she claims that she really "grew up" in the magnificent surroundings

Thank you, 405

We extend a sincere "Thank You" to the 405 people who responded to the recent NPS Suggestion System Questionnaire. The improvement ideas submitted are exceptionally good, and we expect to adopt many of them as we draft changes in the Incentive Awards Program. The first of those to be implemented is a personalized poster for the Regional and field offices. Watch your bulletin boards for the new poster and information on suggestions submitted by you and your co-workers.

See here, Ladies

SCHOOL FOR BABYSITTERS



Bill Wendt introduces Ressie Annie, the dummy, to the students during the first-aid session

Photo by Jim Jensen

The first School for Babysitters to be held in a National Park community was conducted during the week of October 7-11 in Grand Canyon National Park. The School was a community project of the Grand Canyon National Community Church and had the co-operation of the Park Administration, the Albright Training Center, The Lion's Club, the American Red Cross, the Grand Canyon High School, the Grand Canyon Hospital, and the GEMS program of the Maricopa County Medical Auxiliary.

The School met each day after school at the Training Center. Forty-two girls participated in the program. The School included courses on First Aid, Child Care, and Creative Play. The first-aid instructors were Bill Wendt, and Noel Pachta assisted by Pete Bennett. Two sessions were devoted to instructing the students on how to recognize danger and prevent it, how to treat wounds, how to prevent poisoning and what to do in case

of poisoning, and how to give artificial respiration. The third session covered the intricacies of child care. A film was used to show how to bathe a baby and how to handle a very small child. Mrs. Ellen Goza, school nurse, and Mrs. Barbara Wendt led this session. On the fourth day, Mrs. Ollie Cone, Mrs. Mary Hill, and Mrs. Carol Miller presented skits depicting ethical situations. These skits quickly led to open discussion on the responsibilities of the babysitter and employer. Guidelines on ethics were distributed and available to parents. The last session was on creative play. During this time the students learned ways to play with the children by using whatever was available to make toys. The students were encouraged to develop a "babysitters bag of tricks," a collection of materials that may come in handy while on the job. Instructors were Mrs. Karen Harned, and Miss Judy Sanborn assisted by two of the students, Kathy Kershner and Suzanne Willis.

The School closed with the granting of certificates to those students who had attended each session. Bill Burgen, an instructor at the Albright Training Center, spoke briefly on the importance of the School for the community parents and for those who babysit. Howard Stricklin, park superintendent, congratulated the students and gave 38 of the students their letters of recognition. Refreshments were served by the Women's Guild.

The Planning Committee began meeting in August in preparation of this successful project. The suggested curriculum was discovered to be the same used by the GEMS program of the American Medical Societies Women's Auxiliary. The Maricopa County Auxiliary of Phoenix had written a manual for their program which had been adopted nationally. The Phoenix organization allowed the School to purchase the manuals that are usually on sale to medical auxiliaries. Other materials were furnished free by the Gerber Baby Food Company, Johnson and Johnson, and the Poison Control Center of Tucson. Further information on the school is available by writing the Grand Canyon Community Church. Members of the Planning Committee were Mr. and Mrs. Bill Wendt, Mrs. Ollie Cone, Mrs. Ellen Goza, Mrs. Karen Harned, Mrs. Margaret Stough, Miss Judy Sanborn, Mr. and Mrs. Jim Jensen, Mr. Howard Stricklin, and the Rev. John D. Wrench.

"X" Marks Guilty Article

As a member of Mount Rainier's Safety committee, Joyce Tice conducted an excellent program this summer to make the local park children more aware of home safety hazards. Joyce met with 40 youngsters—grades 1 through 8—inside the community building at Longmire, where she had previously assembled an improvised home—living room, dining room, bathroom, kitchen and garage. All types of fire, health and injury hazards were staged in these rooms—just as they might be found in any average American home that had not yet become "safety conscious." As the children entered the "house," they were given an illustrated diagram of each room with drawings of its contents—rugs, furniture, lamps, appliances, wiring, etc. With this diagram and a pencil, they wandered from room to room indicating the hazards they discovered by placing an "X" on the "guilty article" pictured on their paper. Children who found the greatest number of hazards were awarded a personal fire alarm.

After the "hazard hunt," the children participated in a demonstration on the use of fire extinguishers, and later, viewed two films on the subject of home safety.

Profile

HUGH D. GURNEY

Hugh D. Gurney, superintendent of Perry's Victory and International Peace Memorial National Monument in Ohio was born on July 17 1937 in Winchester, Massachusetts.

Majoring in History, Gurney received his AB degree in 1959 from Tufts University and his MA degree in 1961 from the University of North Carolina.

Gurney's father, Hubert A., was a former superintendent at Appomattox NMP, and "like father, like son," Hugh D. joined the National Park Service in June 1958 as tour leader and then as park ranger, (historian) at Colonial NHP. He then had a short tour of duty with the Department of Health, Education, and Welfare before entering military service as a medical corpsman, with duty stations in Munich, Germany and San Antonio, Texas. Following this military tour of duty, Gurney rejoined the National Park Service in 1963 to serve as historian at Morristown. He transferred to Harpers Ferry in 1964 and in 1966 he was historian at Saratoga NHP—Saint Gauden NHS. Since June 1968, Gurney has been superintendent at Perry's Victory.

Gurney is a member of the Eastern National Park and Monument Association and American Association for State and Local History. He was Phi Beta Kappa in 1959 at Tufts University.

Gurney and his wife, Daphne J., attend St. Paul's Episcopal Church and reside at park headquarters at Put-In-Bay, Ohio 43456.



Tips for Supervisors

1. Never make promises to employees that you can't keep.
2. Encourage employees to give you their ideas to pass on and then give them credit. (Do not pass the ideas on as yours.)
3. Recognize at all times that you are supervising human beings whose emotions, poses, prejudices, sympathies, feelings and ideals, both on and off the job, are what they bring to work every day.
4. Accept responsibility for your own mistakes. We all like to work with people big enough to admit when they are wrong. A real leader is not afraid to admit mistakes.
5. Keep all employees informed. Tell them in advance about things that will affect them. Explain why the things are necessary.
6. Do not play favorites. Be friendly with all employees.
7. Exercise self control. The toughest thing really to handle in your work situation is yourself. Control your temper, vanity, tongue, likes and dislikes.
8. Praise employees work when it is well done. Let employees know how they stand. Keep them informed about how they are getting along. The average person feels better when he knows his work is appreciated.

9. Let employees know exactly what you expect of them. Counsel with them as to ways in which they can improve their work and more nearly do the things you expect. Give your instructions explicitly and fully. Be sure they are understood.

10. Look for unused abilities in employees and try to make use of them. Always help them go forward. Do not stand in their way. Be on the lookout for those who do unusually good work and who may be promotion material.

11. Give criticism tactfully as soon as possible after the error is made.

12. Give employees a chance to ask questions.

13. Avoid the appearance of contradiction or inadequate planning. In a study made of common complaints of office clerical workers, the following got frequent mention:

- Having to quit in the middle of a job to do something else especially if it could wait.
- Having to do a job over because someone changed his mind about how it should be done.
- Having to put everything aside for last minute rush jobs that could have been planned ahead.
- Being told to do two or three things at once and not knowing which to do first.

14. Be a good listener. Listen without interrupting, contradicting, or forcing your advice.

15. Do not be afraid to admit mistakes. Human beings are not infallible. Anyone who is always trying to explain away mistakes or blame them on someone else is doing nothing less than "scape goating."

—Ivan Parker

People on the move

NEW PLACES

Bowser, Richard D., from Mech. Engr., Jefferson NEM, to same, WSC
Gay, Mildred S., from Admin. Off., George Washington Mem. Pkwy., to same, Manassas NBP
Peterson, Alvin W., from Supv. Pk. Ranger, Flaming Gorge RA, to same, Wind Cave NP
Strock, George M., from Hist., Castillo de San Marcos NM, to Supv. Hist., Cape Hatteras NS
White, Arthur E., from Foreman II (Maintenance), Flaming Gorge RA, to same, Bighorn Canyon NRA
Wood, Evelyn M., from Sec. Steno., U.S. Park Police, NCR, to same, WASO

JOINING THE ALUMNI

Kearney, Robert M., Caretaker, Everglades NP
Thompson, Joseph Benjamin, from Foreman I (Laborer), Colonial NHP

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: Colin Ritter, Editor NPS NEWSLETTER, National Park Service, U.S. Department of the Interior, Washington, D.C. 20240.