

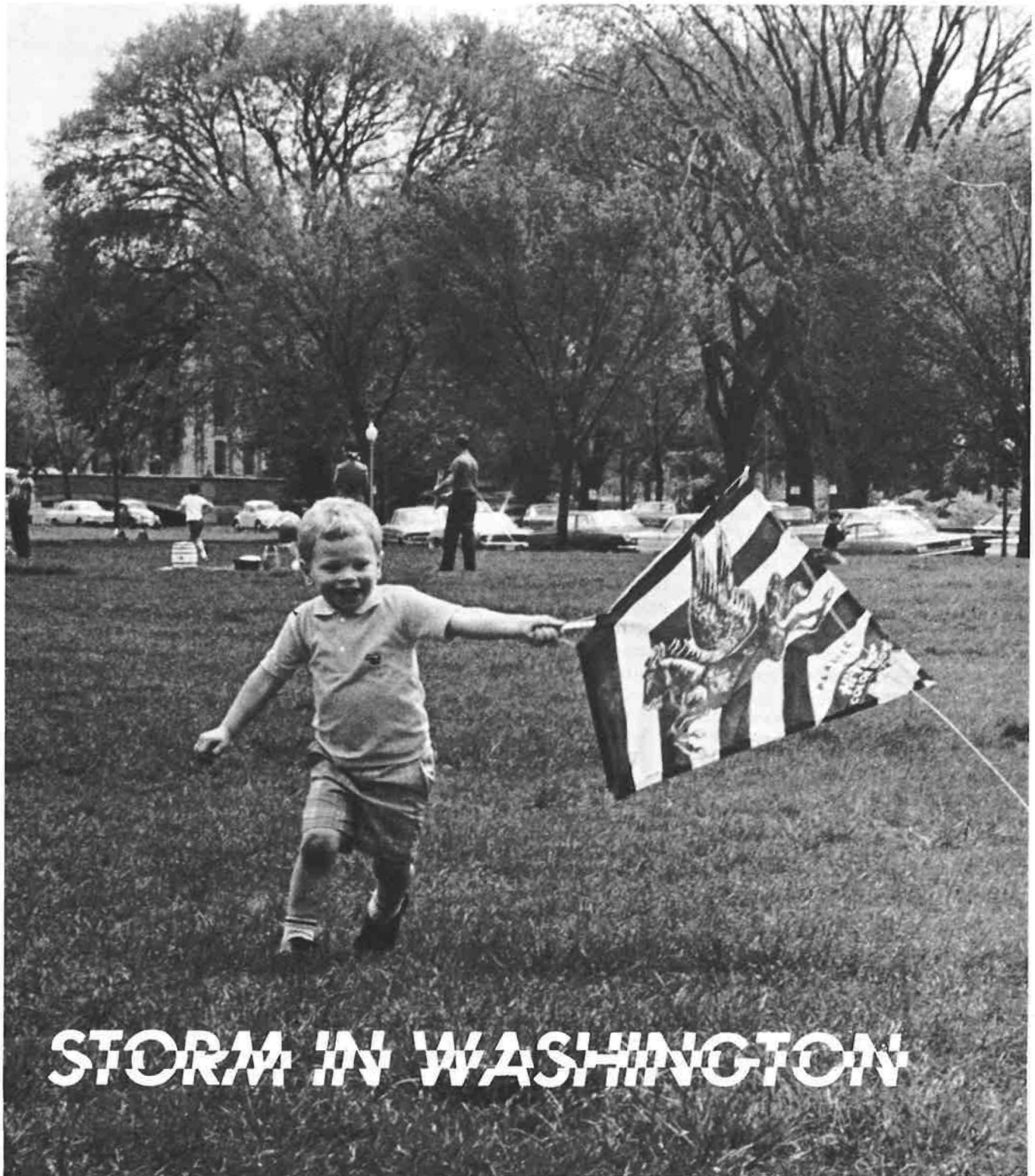
nps

newsletter

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MAY 28, 1970



STORM IN WASHINGTON

Story on page 2.

WASHINGTON REPORT

KITES ARE FUN!

It was funny and frustrating and typically bureaucratic. When the Park Police began enforcing the 1892 ban on kite flying in the District of Columbia, there was lots of talk, lots of pictures and (including several arrests) lots of action. Quickly becoming an internationally known incident, the problem was packed off to Congress, stuck onto a Senate D.C. Crime Bill and subsequently bogged down in a House-Senate conference.

Concurrently, the House picked up a similar bill and, at the urging of Secretary Hickel, passed it. However, before the Senate had a chance to cast its vote, U.S. District Court Judge June L. Green ruled that the law didn't apply to Park Service lands anyway. She said that the Department of Interior could make its own regulations and issue permits for kite flying in these parks.

Jubilant, the Park Police and National Capital Parks immediately began making plans for a huge "Kite-In" to be held on the Washington Monument grounds. "After all," a sheepish but happy policeman said, "that's one of the most American things you can do—go out and fly your kite!"

YELLOWSTONE PARTY

On May 4, the House passed Joint Resolution 546 providing for the commemoration of the 100th anniversary of the establishment of Yellowstone National Park. The resolution directs Secretary Hickel to request President Nixon to designate 1972 as "National Parks Centennial Year."

RECENT BILLS INTRODUCED

HR 17365 To establish Tinicum National Urban Park in Pennsylvania.

HR 17388 To authorize certain additions to the Sitka National Monument in Alaska.

HR 17421 To authorize the acquisition of certain lands for addition to Isle Royale National Park.

HR 17475 To revise the boundaries of Canyonlands National Park.



Under our hat

EXECUTIVE HEALTH PROGRAM

—Director Hartzog has approved a plan requiring all employees in Grades GS-14 and above to undergo annual physical examinations.

One of the key purposes of these physicals in early diagnosis. Many busy executives wait too long to consult a doctor about particular complaints or, lacking symptoms, may neglect to have their health checked. In either case, by the time they see a doctor, their condition may have deteriorated and have become untreatable.

About 200 NPS employees will be affected, says Betty Koubele, personnel officer, WASO.

DMDP DEADLINE—Field directors must submit nominations for the Departmental Management Development Program to the Washington Office by June 5. A committee in WASO will screen applicants and make final selections by June 30.

NEW NAME TAGS—A new dress uniform name tag has been approved, according to Edward A. Hummel, assistant director of Park Management. The \$2.25 tag has black, cordovan colored letters on satin finish gold metal. Authorized employees will be issued two tags; seasonals will receive one. Each superintendent will furnish a list of required tags to his regional office.

WOMEN'S UNIFORMS—Plans for the gala fashion show launching the new women's uniforms are now being firmed up, according to Carole Scanlon. Scheduled for Saturday, June 27, in the Rose Garden of Independence National

Historical Park, Philadelphia, the show will coincide with the opening of the city's Freedom Week festivities. Guests will be invited from Government, the fashion industry and radio and television, with several nationally known persons heading the list. We'll have complete details in the next issue of the NEWSLETTER.

SPEAKING OF THE NEWSLETTER—Each permanent employee should be receiving a copy. If your office does not receive enough for everyone, please let us know.

DID YOU KNOW—The Park Practice Program offers several publications free, upon request, to all NPS employees? Included are: *Trends*, presenting, (quarterly) new concepts and philosophies on parks, recreation and general conservation subjects; *Design*, containing structural designs and layout plans for park facilities; *Grist*, presenting bimonthly articles with detailed drawings and photographs on maintenance, interpretation, protection, operation and administration subjects; *Plowback*, appearing three times yearly in *Grist* and containing stories on techniques and devices for which NPS employees have received incentive awards.

Send requests for copies to the Park Practice Program, 1100 Ohio Drive, S. W., Washington, D. C. 20242.

UP THE ORGANIZATION!

By Loretta DeLozier

"Why spend all that money and time on the *selection* of people when the people you've got are breaking down from underuse." (So asks Robert Townsend in his new book, *Up the Organization*.)

"Yeah, but first you gotta *find* them." (So answers a worried administrator in a typical Government personnel office.)

Witty and wise, Townsend expresses the new people-oriented creed of management—the theory that recruitment, like other good things, must begin at home.

Open and receptive, the Park Service has been responding to this problem for quite some time, with various talent searches and training programs. One of its newest innovations is Director Hartzog's Mid-Level Manager Development Program begun earlier this year. Its purpose is to locate potential managers within the Service and to develop their abilities through on-the-job training.

"We want to find the guy who is hidden," explains Gene V. Daugherty, current program coordinator. "You know, like the one who's out doing a great job in one of our smaller parks but hardly knows anyone. He might make a great manager—but we have to find him first."

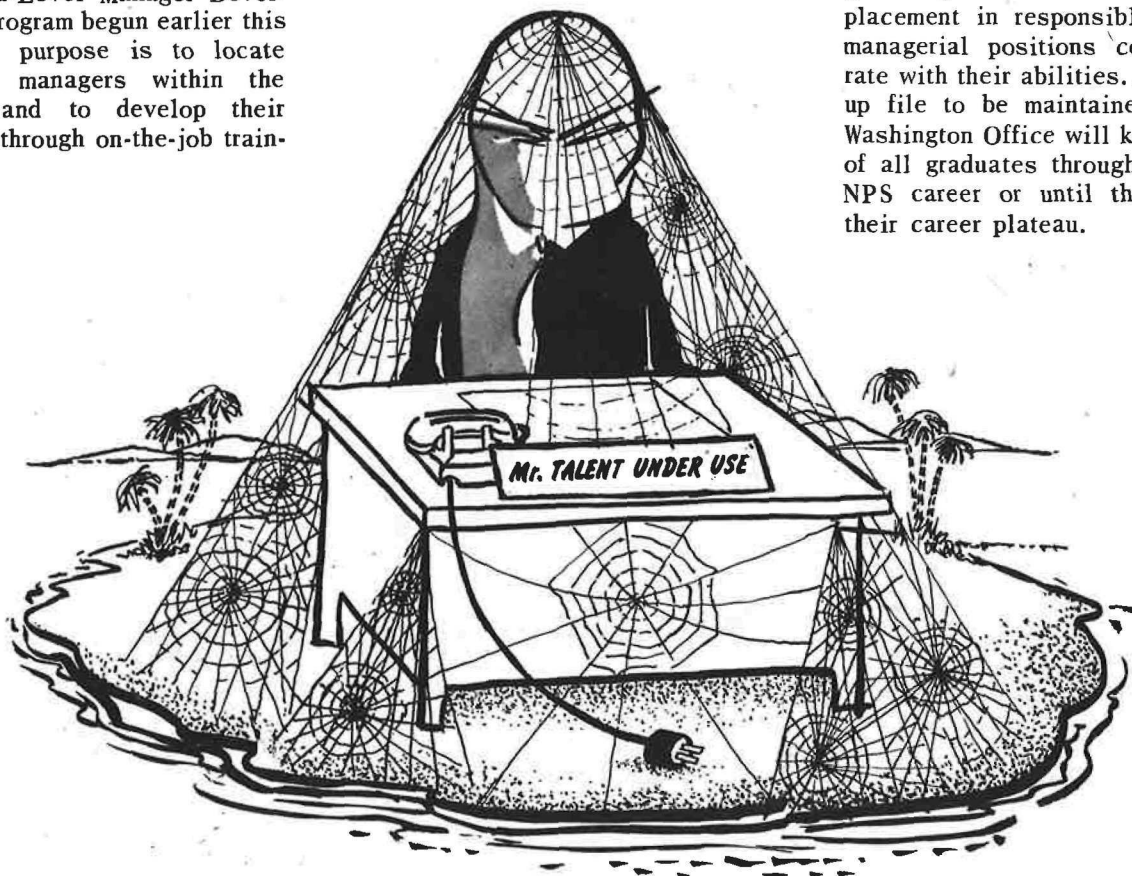
"Of course, this program is only one way to do it." Daugherty says, emphasizing that selection does not imply instant success and that advancement, as always, is based on individual merit and not on participation in a development program.

"We've tried to keep the program flexible. Selection was left to each region, which submitted the names of four or five employees with demonstrated supervisory ability and management potential and an interest in the program and in a general management career. We received the names of forty employees, chosen from about 150 candidates."

The second phase of the program, developing the talents of these future managers, has now begun. It will involve a close relationship between the trainee and a counselor who has been assigned to prepare development plans, arrange for special projects, and guide, support and evaluate the trainee's progress.

A rigorous two-year schedule, the general program includes acting assignments, a detail in the regional office and courses in supervision and group performance, managerial grid, public administration and leadership laboratory (T-Group). As the program is primarily on-the-job training, however, only about ten percent of a trainee's time will be spent outside his park activities.

Successful graduates will be given special consideration for placement in responsible middle managerial positions commensurate with their abilities. A follow-up file to be maintained in the Washington Office will keep track of all graduates throughout their NPS career or until they reach their career plateau.



MID-LEVEL MANAGEMENT TRAINEES

Southeast Region

DALE B. ENGQUIST, Asst. Ch. Pk. Nat. Everglades; THOMAS O. HOBBS, Supv. Pk. Ranger, Kennesaw Mtn.; BERNARD GOODMAN, Supv. Interp. Spec., Cumberland Gap; FRANK A. GOULD, Supt., Appomattox Court House; ROBERT A. BURNS, Asst. Ch., I&RM, Mammoth Cave; MARSHALL A. GINGERY, Asst. Center Dir., Great Onyx JCCC, Mammoth Cave.

Western Region

MICHAEL W. PALMER, Budget Analyst, WRO; WILLIAM H. EHORN, Supv. Pk. Ranger, Sequoia; JOHN D. LINAHAN, Pk. Ranger, Lake Mead; CHRISTOPHER D. CAMERON, Supv. Pk. Ranger, Redwood; WAYNE W. SCHULZ, Supv. Pk. Ranger, Sequoia.

Midwest Region

RAY. C. FOUST, Supv. Pk. Ranger, Bighorn Canyon; BENSON V. HOLMES, Supv. Pk. Ranger, Mount Rushmore; GLEN E. HENDERSON, Supv. Pk., Ranger, Yellowstone; HENRY L. JONES, Supv. Pk. Ranger, Grand Teton; RICHARD L. LAKE, Supv. Pk. Ranger, Yellowstone.

Southwest Region

ELDON G. REYER, Supv. Pk. Ranger, Glen Canyon; WILLIAM P. JENSEN, Supv. Civil Engr., Big Bend; JOSEPH R. MILLER, Maint. Supt., Canyonlands; ROBERT W. PETERS, Supv. Pk. Ranger, Platt; WARREN H. HILL, Supv. Pk. Ranger, Grand Canyon.

Northeast Region

JOHN D. HUNTER, Supv. Pk. Ranger, Assateague Island; ANDREW E. HUTCHISON, Supv. Pk. Ranger, Delaware Water Gap; ANDREW M. LOVELESS, Supv. Hist., Minute Man; DAVID L. MOFFITT, Maint. Spec., Minute Man; JOHN W. NECKELS, Mgmt. Asst., Sagamore Hill.

Northwest Region

LARRY L. HAKEL, Supv. Pk. Ranger, Crater Lake; IVAN D. MILLER, Supv. Pk. Ranger, Mount McKinley.

WASO

ANN MARILYN BOWMAN, State Liaison Specialist.

Eastern Service Center

ARNOLD H. GUSTAVSON, Landscape Arch.; JOHN F. BYRNE, Estimator; JOHN J. REYNOLDS, Landscape Arch.; ROBERT A. SILVERMAN, Civil Engr.; JAMES KILLIAN.

Western Service Center

ELWOOD LIKE, Spec. Asst. to Finance Off.; KENNETH L. RAITHEL, Landscape Arch.; THOMAS E. LUBBERT, Landscape Arch.; FRANK WEED, Electronics Engr.

National Capital Parks

HAROLD E. THOMPSON, Supv. Pk. Ranger; RONALD N. WRYE, Mgmt. Asst.

PROFILE

Education Specialist Is Ex-Teacher

William L. Featherstone, an environmental education specialist in the Denver Field Office, originally prepared for a career in teaching. Born and raised in New York, he graduated in 1937 from the College of the City of New York, where he majored in French language and literature.

Bill taught for two years at the New York School for the Deaf, and later spent four and a half years in the Army. In 1946 he entered Columbia University Teachers College where he received his masters degree in curriculum development. Just as he was about to accept a teaching position on Long Island, he was offered—and accepted—a job as guide at Carlsbad Caverns National Park.



Bill's career with the Park Service has since taken him to ten assignments, including three "city" jobs. After five years at Carlsbad Caverns, he worked his way up from park ranger at Tumacacori National Monument to chief ranger at Platt National Park.

A different type of work confronted him in 1960 when he was transferred to park planner at the Southwest Regional Office. He later returned to the field as superintendent of Petersburg National Battlefield and was subsequently assigned as park planner in WASO for two years. Since January 1969 he has been stationed at Denver in his present position.

SILHOUETTE

She Sells Seashore Stories

By Marjorie S. Burlington

Friends and fellow employees are proud of Doris Doane, park technician at Cape Cod National Seashore, who recently received the Certificate of Commendation from the American Association for State and Local History for her book, *Exploring Old Cape Cod*.



No one knows Cape Cod better than a native like Doris. Born a Doane, she is married to a Doane, and both she and her husband, Howard, can trace their ancestry back to the original John Doane who arrived on Cape Cod in 1644.

Doris came to NPS over four years ago as a park guide. In addition to providing regular visitor services, she manages the slide library, is librarian for the Seashore and runs the environmental awareness program from kindergarten through the third grade. She has just finished another book, this one on Cape Cod houses, which will be printed shortly.

Doris is a graduate of Bridgewater State Teachers College in Massachusetts and, before coming to NPS, she worked for a bank and was a librarian. She has been president of the Harwich Garden Club and Harwich Historical Society, and was vice president of the Cape Cod Council of Historical Societies.

DPM Story

By Paula Kwadrans

Have you been DPM'd lately?

"Not to my knowledge! What's a DPM?"

I thought you'd never ask. Simply, DPM refers to the Departmental Personnel Management Questionnaire. In October 1969, a random group of NPS employees and supervisors anonymously participated in this survey of Bureau personnel operations, covering such areas as training, position management, performance evaluation and motivation and communications.

Initially, participants were chosen from National Capital Parks, U.S. Park Police, Northeast Region, Eastern Service Center and WASO. Eventually the Department's aim is to administer the survey to each field office, obtaining thorough coverage of all Bureau operations.

Participants may be interested in some of the results of the survey thus far. One of the most common problems expressed is a lack of communication between supervisors and employees. Supervisors should give more attention to employee problems and counseling needs. Another stated problem is the lack of planned training for employees.

Most offices, however, report that they receive excellent personnel assistance, have good counseling opportunities and are current on position description accuracy. Compared to Departmentwide figures, NPS is doing an excellent personnel management job in most program areas.

The personnel office is pleased with the information from this survey and looks forward to complete Bureau coverage. So the next time someone asks you if you'd like to be DPM'd tell them, "Yes!"

See Here Ladies

JEAN BEAL



Jean Beal is the national communications chairman for the NPS Women's Organization and special correspondent for the NEWSLETTER and COURIER. Silhouettes and feature items may be sent to her at Route 1, Gatlinburg, Tenn. 37738.

Orientation Booklet Published

The new orientation booklet for NPS wives and women employees is a helpful compilation of facts and advice ranging from homespun Park philosophy to practical hints on moving, housing and clothing. Also included is a section on Park history, terminology, organizations and publications, and a suggested reading list for further information. An invaluable guide for the new Park wife or employee, the booklet will also be a good refresher course for the "old pros."

Originating at the Southwest Superintendent's Conference in Tucson in 1967, the project was handled by a group of women from five park areas in Arizona: Lyn Broadbent and Gale Ice, Tonto National Monument; Pat Binnewies and Erni Escalante, Tuzigoot National Monument; Susan Wilson, Suzy Morris and Lola Thomas, Southwest Archeological Center; Ruth Linder and Esther Hart, Casa Grande Ruins; Carol Clark and Glada Costales, Montezuma Well; and Marjorie Tabor, Montezuma Castle.

The booklet will be distributed Servicewide. Additional copies may be obtained from your regional chairman or from the national chairman, Nancy Dayton, Petrified Forest National Park, Arizona 86025

Recipes, Please

Another book is in progress, this one featuring recipes from Park women all over the Service. Containing everything from biscuits to party fair, the book will also include a special wilderness section. Recipes and general comments on cooking should be sent to Marilyn Heyne, Box 19 Grant Cove, Kings Canyon National Park, California 93633.

SE Officers Selected

The women attending the southeast regional superintendent's conference in Richmond selected Mrs. Granville (Mary) Liles of Blue Ridge Parkway and Mrs. Dan (Joan) Davis of Cape Lookout National Seashore, North Carolina, as their chairman and alternate chairman. Following a short business meeting the ladies were entertained with a coffee at the home of J. Leonard Volz, Director, Southeast Region.



People On The Move



NEW FACES

Barnes, Robert E., to Automotive Worker, Petrified Forest NP
 Bornholdt, Gary J., Maintenance-man, (B&U), Pinnacles NM
 Calvert, Osel L., Sec. Steno., WASO
 Campbell, Bonnie M., Sociologist, ESC
 Davis, Wilson, Pk. Techn., Canyon de Chelly NM
 Ferrell, Charles R., Purchasing Agent, Harpers Ferry Center
 Hagerling, Ruth E., Clk. Steno., ESC
 Hart, Ivan E., to Maintenance Worker, Capitol Reef NM
 Hill, Mary M., Clk. Typist, WASO
 Johnson, Orson, Asphalt Worker, NCP
 Jones, Cary P., Pk. Guide, Grand Canyon NP
 Lee, Thomas E., Motor Vehicle Operator, Carlsbad Caverns NP
 Le Fevre, John L., Maintenance Worker, Golden Spike NHS
 Lonenthal, Larry, Pk. Ranger, Albright TC
 Lundblad, Gerald H., Proc. Agent, WSC
 Martin, Albert L., Jr., Maintenance Worker, Sanford RA
 Nelsen, Alice E., Clk. Typist, NCP
 Ristau Alice H., Sec. Steno., ESC
 Ruggeri, Hilda P., Clk. Steno. WSC
 Stankus, Phyllis L., Sec., WASO
 Tirbets, Diana K., Mail & File Clk., Seattle Cluster
 Turner, Bonnie R., Jr., Boat Operator, Sanford RA
 Turner, Paul E., Motor Vehicle Operator, Crater Lake NP

NEW PLACES

Betts, Vernon C., from Supv. Pk. Ranger, Katmai NM, to same, Mount McKinley NP
 Caddy, Albert M., from Supv. Pers. Mgmt. Spec., NERO, to same NWRO
 Campbell, Philip J., from Pk. Ranger, Rocky Mtn. NP, to same, Albright TC
 De Marce, Jerry L., from Student Trainee, Pk. Ranger, Great Smoky Mtns. NP, to Pk. Ranger, Albright TC
 Florea, Larry E., from Pk. Ranger, Platt-Arbuckle NP, to same, White Sands NM
 Henderson, Sam R., Pk. Ranger, Navajo NM, to Supv. Pk. Ranger, Hubbell Trading Post NHS
 Jackson, Linwood E., from Admin. Off., Virgin Islands NP, to Pk. Mgr. (Supt.), Bandelier NM

Kerr, Robert I., Pk. Ranger, to Pk. Mgr. (Supt.) Zion NP
 Lester, James D., from Student Trainee, Pk. Ranger, Rocky Mtn. NP, to Pk. Ranger, Albright TC
 Lund, Barbara A., from Pk. Ranger, Zion NP, to same, Sanford RA
 Nick, Francis L., from Maintenance-man, Yosemite NP, to Mechanic, Grand Canyon NP
 Ryan, Patrick J., from Pk. Ranger, Petrified Forest NP, to same, Joshua Tree NM
 Scott, Robert E., from Supv. Pk. Ranger, Grand Canyon NP, to same, Sequoia-Kings Canyon NP
 Smith, Kenneth L., from Civil Engr., NWRO, to Supv. Civil Engr., Coulee Dam NRA
 Story, Betty J., from Clk. Typing, Big Bend NP, to Admin. Clk., Lyndon B. Johnson NHS
 Taylor, Stanton J., from Mail and Files Supv., NWRO, to same, Seattle Cluster Office
 Taylor, William M., from Supv. Pk. Ranger, Canyonlands NP, to Pk. Ranger, WRO
 Valder, James B., from Supv. Pk. Ranger, Mount Rainier NP, to same, Grand Canyon NP
 Veloz, Nicolas F., Jr., from Archeologist, Mound City Group NM, to Museum Curator, Lyndon B. Johnson NHS
 Wanrow, Elden K., from Pk. Ranger, Joshua Tree NM, to same, Catocin Mtn. Pk.
 Wood, John N., from Pk. Ranger, White Sands NM, to same, Platt NP

JOINING THE ALUMNI

Begeman, Richard H., from Supv. Pk. Ranger, Organ Pipe Cactus NM
 Burroughs, Carroll A., from Pk. Mgr. (Supt.), Flagstaff Group Off.
 Jolley, Orvil L., from Laborer, Petrified Forest NP
 Jordan, Frank E., from Foreman III, Maintenance, Mount McKinley NP
 Lee, Joyce A., from Clk. Steno. ESC

Mahan, Russell L., from Pk. Mgr. (Supt.), Wupatki-Sunset Crater NM
 Onkka, Oliver R., from Foreman III, Maintenance (R & T), Mount McKinley NP
 Ratcliff, James H., from Sgt., Motorcycle Off., U.S. Pk. Police, NCP
 Stromer, Patsy Ann, from Clk. Typist, Glen Canyon NRA
 Taylor, Audrey E., from Sec., Off. of Land Acquisition & Water Resources, WRO

MERITORIOUS SERVICE AWARDS

ROGER W. ALLIN, superintendent, Lake Mead NRA

CLIFFORD S. CHADDERTON, safety officer, NCP

JACK B. DODD, retired superintendent, Glacier NP

KARL T. GILBERT, general superintendent, Southern Utah Group

HENRY R. HINZ, budget officer, WRO

ARVEL M. KOEHLER, regional program officer, SWRO

F. DOUGLAS McLAREN, acting chief ranger, Grand Teton NP

JOHN H. RIFFEY, supervisory park ranger, Grand Canyon, NP

URBAN E. ROGERS, chief of the Division of Federal Agency & State Assistance, SWRO

CHARLES C. SHARP, superintendent, Fort Laramie, NHS

WILLIAM A. SCHNETTLER, retired management assistant, Lake Mead NRA

ARTHUR H. WHITE, acting assistant regional director, SWRO



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