

# Arrowhead

The Newsletter of the Employees & Alumni Association of the National Park Service



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## FROM THE DIRECTOR

We recently marked Founders Day, our 94th anniversary as a Service. I always take a moment to reflect on the great men and women whose vision and dogged determination brought us so far and to consider what this means for our responsibility and opportunity to shape our second century. What we accomplish depends largely, of course, on our people.



As I wrote in my first column, people are a priority, and I pledged to work toward greater job satisfaction, training, diversity and advancement opportunities. Since then, I created an interdisciplinary, Workplace Enrichment (WE) team to help us improve communication with employees and make sure you have access to the information you need to do your jobs better and find satisfaction with your work/life balance. Please read more about WE on page eight.

To improve the Service, we need to commit to creative, modern thought and action. I know firsthand that sunsets are a great bonus, but they don't pay the bills or make great training possible. Your responses to OPM surveys and other feedback I receive help me immensely as our leadership team considers changes that will improve our work environment and ensure our success.

One of the things I have always respected is the way we support each other during tough times. Whether it's the effects of stressful duty or the death of a co-worker or family member, we help each other. We also have partner organizations that help—the Employees and Alumni Association of the National Park Service, publisher of this newsletter, is one of many. It also makes less visible, but highly valuable, contributions—E&AA's George B. Hartzog, Jr. Educational Loan Program provides interest-free loans that help make higher education financially accessible, and its disaster relief fund helps employees recover from civil or natural catastrophes. Another benefit of the relief fund is that it helps managers and friends avoid some of the legal, tax and ethical hurdles associated with setting up a fund locally.

It's the nature of catastrophes that effects linger, and although I am no longer stationed in Mobile, Ala., I am paying close attention. To those who continue to contribute expertise to the oil spill efforts, please accept my deep appreciation. To those who have kept the parks and programs running, thank you for keeping us going. It will be a long road back for the Gulf—its resources, economy and the people who call it home—but knowing as much as I do about NPS people, I am optimistic. I like to think our founders would be proud.

—Jonathan B. Jarvis

## The NPS Continues Recovery Process Following Gulf Oil Spill

By Jeffrey G. Olson, Public Affairs Officer,  
WASO Communications

The disastrous blowout of the BP Deepwater Horizon oil well in the Gulf of Mexico has been plugged. Eleven people who worked on the oil rig died when it exploded April 20, burned and sank. Crude oil rolled up onto the beaches of Gulf Islands NS, one of 10 national parks in the Gulf that could have been affected. Although recovery and restoration are an open-ended process, cleanup is underway.

From the start, NPS employees from across the System have joined in the response. As of mid-August, 438 NPS staff members had served details in the Gulf as the Service seeks to return oiled lands and park habitat to normal.

"The loss of human life was the first and greatest tragedy," said NPS Director Jon Jarvis. "More than 205 million gallons of oil spilled into the Gulf, and we'll be here for years—with restoration projects and to study the effects of the spill on the historic, natural and cultural resources we care for."

The NPS responders have filled tradi-



**NATIONAL PARK SERVICE DIRECTOR JON JARVIS** (left) speaks with Gulf Islands NS Acting Supt. Nina Kelson and Secretary of the Interior Ken Salazar at Gulf Islands NS in June 2010.

tional "Incident Command" roles as well as not-so-traditional tasks such as "Resource Adviser" (READ). In a multi-agency response, they have done so side-by-side with people from fellow Interior bureaus and numerous other federal agencies, from the U.S. Coast Guard and FEMA to the FBI.

"I sit next to an Environmental Protection Agency representative, across the desk from two Fish and Wildlife Service public affairs officers and across the aisle from a National Oceanic and Atmospheric Administration spokeswoman," said Patrick O'Driscoll, an Intermountain Region public affairs specialist on duty in August as an NPS liaison at United Area Command in New Orleans, the nerve center for the federal spill response. "It's inspiring to see how much they all care about helping restore to good health the land, the environment, the wildlife and livelihoods of the people of the Gulf."

Some NPS spill responders knew about the hot, sticky weather that awaited them in the Gulf. Others did not.

"Oh gracious," said Public Affairs Specialist Bobbie Visnovske of Grand Teton NP. "The morning I flew out from Jackson (Wyo.), I scraped ice from the windshield of my car. The heat index was 105 degrees when I landed in Mobile (Ala.) later in the day."

A summer day for Visnovske at Grand Teton might include sightings of moose

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**PUBLIC AFFAIRS SPECIALIST** Bobbie Visnovske (of Grand Teton NP) answers media questions on June 23 at Langdon Beach in Gulf Islands NS after a baby dolphin washed ashore and was transported to a recovery center. The dolphin, found by a family of visitors, died en route to the center an hour away from the park.

## A Letter to All NPS Employees

The National Park Service:

Each of us, in our own special way, can express the value and purpose of what we do and why it is important to us and to the greater society. While this carries and sustains each of us through our National Park Service career, there is no better testament, nor confirmation of purpose, than those voiced by the public. Every now and then, through the noise and distraction that seems at times to overwhelm us, comes an unsolicited expression of appreciation from a park visitor, a statement that puts everything in proper perspective. Copied here is such a letter. Even I, long into my career, am moved and confident that our commitments to the ideals of the National Park System are validated, affirmed and sustainable. Thank you all

for your dedication to service. Rest assured that you do make a difference.

—Ernie Quintana, Regional Director,  
Midwest Region

A letter to Jonathan B. Jarvis, director, National Park Service, dated July 9, 2010:

Dear Director Jarvis:

I would like to share with you my recent experiences I was privileged to have on my most recent visit to Isle Royale National Park, between July 3 through July 6 of this year.

This trip was my fifth trip to Isle Royale, but it was the company of my children that made this visit what I now consider the best experience I have ever had in the National Park System. I am the father of

three amazing children, two sons, ages 12 and seven, and one daughter, age nine. I was initially a bit apprehensive about this visit, as my boys have both been diagnosed with Autistic Spectrum Disorders, which will sometimes make their behaviors unpredictable. This was to be their first visit to Isle Royale, which means that this would also be their first time camping in wilderness and backcountry, which is a far cry from the drive-in state parks we have become accustomed to.

I planned our visit to be three consecutive nights in the Washington Creek campground, with the days to be filled with short day hikes and possibly a boat rental. As my children are still quite young, I feel that any backpacking

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# Focus on the Parks

• Local, state and national dignitaries joined Boston Harbor Island Alliance staff and board members and NPS rangers on May 4 to celebrate the groundbreaking of the Boston Harbor Islands Pavilion. Slated to open in spring 2011, the pavilion will serve as a welcoming gateway to **Boston Harbor Islands NRA**, offering visitors park information via rangers and interactive displays along with ferry tickets.

The Boston Harbor Islands Pavilion is located on the Rose Fitzgerald Kennedy Greenway along the “Walk to the Sea” that leads to the Boston Harbor Islands ferry dock. The pavilion has been conceived as an open-air exhibit featuring a large-scale granite map of the park, wall maps of the islands and downtown destinations and artfully displayed information about boat schedules and seasonal activities on the islands. The pavilion will be staffed by both NPS rangers and Boston Harbor Island Alliance employees. The pavilion was funded in part through a \$5 million appropriation to the NPS, which was championed by the late U.S. Senator Edward M. Kennedy and the Massachusetts congressional delegation.

• On May 30, 1910, less than 10 months after their Anglo discovery, President William Howard Taft, by

authority of the Antiquities Act, established **Rainbow Bridge NM**. Very little has changed at this once-remote geologic feature during its 100 years as a monument, except for much easier access to the site via Lake Powell, created when the Colorado River backed up behind Glen Canyon Dam.

On May 30, 2010, a group of 65 people gathered to commemorate the centennial. At the request of tribal partners, the event was held at the Antelope Point Marina, away from the spiritually significant site.

Native American flute music, a Navajo rendition of the national anthem and a traditional blessing highlighted the important spiritual connection tribes have with Rainbow Bridge. Speakers from the NPS and affiliated tribes were featured. The mayor of Page, Ariz., read a proclamation officially declaring Rainbow Bridge National Monument Centennial Day. The commemoration ceremony served as the culmination of an almost yearlong series of interpretive programs and special events hosted by the NPS and local partners.

• **Harpers Ferry Center (HFC)** celebrated its 40th anniversary on June 16 by hosting a homecoming event. In attendance were nearly 250 HFC staff, invited guests and former employees. The idea for HFC dates back to the mid-1960s, when NPS Director George Hartzog envisioned a coordinated group responsible for various interpretive media functions for the Park Service—audiovisual, publications and museums. Hartzog named Bill Everhart as chief of the new Division of Interpretation and Visitor Services. Prior to this, staff were dispersed throughout the Park Service. At the time, both West Virginia’s Senator Jennings Randolph and Senator Robert Byrd were instrumental in establishing the center at Harpers Ferry.

Originally, the building was designed to house offices, studios and workshops for 80 staff members. Today, the center highlights programmatic accessibility and new media as primary elements of media installations. It currently employs nearly 150 people, most who reside in the tri-state area. The center’s staff manages over \$70 million a year in interpretive media work for the 392 national parks, historic parks, battlefields and affiliated sites within the National Park System.

• On the morning of June 18 at **Scotts Bluff NM**, Mitchell Pass was again crowded with pioneer wagons, period-dress pioneer interpreters and Pony Express re-riders as part of the commemoration of the 150th anniversary of the Pony Express. Witnessing this anniversary event were about 200 visitors. Among the special offerings to commemorate the event was a specially constructed Scotts Bluff Pony Express Station, where the local postmaster applied a commemorative cancellation for three hours only. The station included a cooperating association bookstore carrying only Pony Express sales items. For the first time in many years, the pony riders used the period-appropriate “mochila” instead of modern saddlebags.

• In June, **Sitka NHP** and the Sitka Cultural Center hosted the Alutiiq-Tlingit Sharing of Cultures event, one of a series of activities the park held to commemorate its centennial year. Ten Alutiiq elders and students from around Kodiak Island traveled to Sitka for a week to exchange information about their cultures with their host Tlingit groups and to make possible the return to Kodiak of a series of

songs and dances that were lost to the Alutiiq during the Russian era in Alaska. The project was funded as one of the National Park Foundation’s America’s Best Idea grants. This nationwide program seeks to connect youth and other underserved audiences to parks.

Under the guidance of tribal elders from Sitka and Kodiak and Nancy Douglas of the Sitka Cultural Center, the young people harvested food from the beaches and forests, prepared food (including baked salmon in the ground and fried bread), wove spruce root rope and shared stories. One day was spent traveling 45 miles by boat to Poison Cove to commemorate the mass death of more than 125 Aleut and Alutiiq sea otter hunters who ingested tainted shellfish in 1799.

The Alutiiq visitors traveled to Sitka under the sponsorship of Sitka NHP and the Sitka Cultural Center. A host of groups took part, including the Alutiiq Museum, the Woody Island Tribe of Kodiak, the Sitka Tribe of Alaska, the Sitka Native Education Program, Boys and Girls Club of Sitka and Pacific High School. The visit culminated in a public performance of the Aleut series of songs and dance on June 21, with a combined troupe of Tlingit and Alutiiq dancers.

• On July 11, **Saint-Gaudens NHS** hosted a large special event to celebrate two significant occasions: the 125th anniversary of the Cornish Colony of artists and the transfer of the 42-acre Blow-Me-Down Farm from the park’s nonprofit partner, the Saint-Gaudens Memorial, to the park. The free event included a concert by the Heritage Brass Quintet, speakers and special presentations and exhibits. More than 700 visitors enjoyed the music and explored the new addition to the park and its nine historic structures. During a ceremony, Northeast Regional Director Dennis Reidenbach accepted the keys to the farm from Saint-Gaudens Memorial President Byron Bell.

Blow-Me-Down Farm was the home of the Charles C. Beaman family. Beaman, a New York City lawyer and friend of Augustus Saint-Gaudens, attracted Saint-Gaudens to Cornish, N.H., with the promise that the area held many “Lincoln-shaped men” for the sculptor to model. Saint-Gaudens and his wife, Augusta, decided to summer in Cornish and rented the property that we today know as Aspet from Beaman and eventually purchased it. The presence of Saint-Gaudens attracted other artists, writers and musicians to Cornish to create what is now known as the Cornish Colony. The Blow-Me-Down Farm was a hub of the Cornish Colony’s social activities.

The Cornish Colony was an extraordinary collection of artists, landscape designers, musicians, writers and public figures who lived and worked in the Cornish area from 1885 to around 1935. They included artists such as Maxfield Parrish, Thomas and Mariah Dewing, Willard Metcalf, Herbert Adams, the novelist Winston Churchill, architect Charles Platt, dancer Isadora Duncan and many others. President Woodrow Wilson had the Summer White House in Cornish for three years during his administration, and his first wife, Ellen, was an artist.

Blow-Me-Down Farm was acquired by the Saint-Gaudens Memorial in 1998 through the generous donation of acquisition funds by Eric Lagercrantz in behalf of his late wife, Mary Beaman Lagercrantz. Mrs. Lagercrantz was Charles Beaman’s granddaughter. The

## Global Parks

Global Parks was created two years ago by several retired NPS employees and former employees of Conservation International to mobilize retirees from the NPS and other conservation agencies to work with developing countries to collaboratively solve problems and develop their capacity to manage natural and cultural resources. Global Parks is working with the Employees and Alumni Association of the National Park Service on ways to bring this exciting new initiative to the attention of NPS professionals and interested retirees and build support for developing countries seeking our assistance.

There is growing support for this new idea. The Convention on Biological Diversity’s Programme of Work on Protected Areas (a global convention ratified by all but a handful of countries) has sent Global Parks’ director to Korea and Costa Rica to attend international conferences. Doug Morris, retired from the NPS, has led three teams to assist developing parks in the Yunnan Province of China (paid for by The Nature Conservancy China Program), with another trip planned for this fall. In addition, an article was recently published in the *Christian Science Monitor* about the work of Doug Morris and Anne Castellina, also retired from the NPS. A copy can be found at [www.globalparks.org](http://www.globalparks.org).

The government of Peru is eager for the assistance of retired park professionals in tackling a number of complex issues related to the creation of a new marine preserve (22 islands and 11 headlands), and the Bahamas is seeking assistance to help develop the capacity of its park staff, which recently tripled in size. The chair of the World Commission on Protected Areas (WCPA), who is the former director of Parks Canada, recently contacted Global Parks about the possibility of moving the initiative under the WCPA as a new task force and believes many retired Canadian parks personnel would also be eager to join a volunteer cadre of park professionals.

The widespread lack of capacity to manage parks and protected areas results in ineffective “paper parks”—a long-recognized deficit in international conservation and development for which there has been no solution. A cadre of dedicated retired park professionals is uniquely capable of addressing this issue and making a lasting difference in the stewardship of the world’s most important natural and cultural resources.

It is not yet known whether or not Global Parks will succeed, but it is clearly a widely applicable concept that can have a deep, positive impact on conservation efforts worldwide. If you are interested or supportive of this initiative, please contact us by signing up on the volunteer form on the website. Financial contributions (donations accepted through [www.globalparks.org](http://www.globalparks.org)) are welcome and will be used to support teams of retired NPS professionals requested by Peru and the Bahamas. ■

memorial and the NPS have worked closely with the town of Cornish in arranging for the subdivision of the original 47.8-acre property into the 42.6 acres to be donated to the NPS and an additional 5.2-acre property. The memorial intends to sell the five-acre property as a residential building site that will continue to contribute to the Cornish tax rolls. ■

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The *Arrowhead* is a quarterly publication for National Park Service employees and retirees. The E&AA is a nonprofit, membership organization dedicated to promoting the values of the NPS family and preserving its treasured resources. The *Arrowhead* is available to non-members and other organizations for \$15 per year.

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To contribute stories or photos for consideration, or for E&AA contribution and membership information, please see page 12.

## A Letter to All NPS Employees

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adventures in the backcountry of a place like Isle Royale is for the experienced visitor; any “forced marches” might leave my children with a negative impression of backpacking as a whole, and I want to bring them along slowly.

Every visit I had made prior to this visit, I had always done at least 20 to 30 miles of hiking in the backcountry. With three consecutive days in Windigo, I was concerned that by the evening of their first day, I would hear the common lament sung by children on vacation to their parents of: “We’re bored ... there’s nothing to do....” These fears were soon put to rest in ways that I will reminisce about for the rest of my days.

In those three too-short days, we saw abundant wildlife, heard mournful loon cries, were serenaded by banjo frogs to sleep (and woken up by the screech of an owl), felt the cold sting of Lake Superior on our toes, walked the hard and bumpy trails of the island and were spectators to evening presentations offered by the interpretive staff in Windigo that were more informative than many college seminars. When we left Isle Royale on July 6, I was amazed at how much we did together and was even more amazed at what the park had to offer that we did NOT do! And, few moments will ever compare with the excitement I saw in my children’s eyes and heard in their excited whispers on the first night when they encountered their first moose in the wild; I don’t think I ever saw a Christmas morning that held as much nervous energy as that moment did.

The staff employed at the Windigo Ranger Station/Visitor Center, from the time we set foot on the dock to the time we stepped back on the ferry to leave, were the most friendly, approachable, informative, outgoing, knowledgeable and understanding group of young men and women I have had the pleasure of being around. Any questions [that] my children asked the interpretive staff were always treated with sincerity and answered with enthusiasm and a smile.

When it comes to my vacations with my children, I choose very carefully; if I do not approach this special time with my children with sincerity and enthusiasm, then that will reflect on how they will remember our times together. I realize that the experiences we share now, they will remember all their lives, and it is my greatest hope that they will choose to create those experiences themselves as parents with their children, within the National Park System.

I hold the National Park System in the highest esteem. To me, there is nothing more American than a national park, which is why I specifically chose the Fourth of July holiday as the date to visit Isle Royale National Park. These parks bring us closer to the roots we all share in nature. I believe that while a man can look at a skyline of a metropolis and feel pride in his city, he will never feel more at home than looking at a grove of conifers in a park forest.

Isle Royale has always given me my “National Park Experience.” To me, that experience is rooted in the wildness of the backcountry and the rich, sweet smell of the cool Lake Superior air. This is the experience that I know I will always return to, and I can see the Park System

understands that. As Theodore Roosevelt said of the Grand Canyon, “Leave it as it is. You cannot improve upon it....” This is the mandate handed to the Park System in their role as caretakers, and to that end, I am indebted. For I know that when I travel out east to visit my hometown in Connecticut, much is changed, but when I arrive at Windigo or the East Entrance of Yellowstone or the Ash River Visitor Center in Voyageurs National Park, it will always look as it has or as nature intends it to be.

But the National Park System is nothing without the people who labor within it. I would especially like to thank Ranger Lucas [and] Ranger Sean, as well as interpretive guides Cindy and Grace at the Windigo Visitor Center. While I am sure that if you pressed them, they would not remember doing anything more for me and my family that they would not do for anyone else, it was their enthusiasm and sincere sense of pride they took in their positions that left a lasting impression on my family. Also, enforcement rangers Nick and Pete were very approachable and outgoing and were very friendly and considerate to my children when asked questions that I am sure they are asked over 10 times a day. My youngest son, Finn, is very proud of the picture that I took of him with Ranger Nick and is already wondering out loud at what national park he will be a park ranger.

Finally, Director Jarvis, I would like to extend my gratitude to you, and especially to all the park staff who labor under you, for the work you do as the National Park Service. I am sure you and all staff are aware of the importance of the work that is the responsibility of the NPS. Anyone that chooses to serve their country in the NPS realizes that yours is the care of what is the closest thing we have to a nation’s soul. But, I am also sure that you do not hear “Thank You” nearly as much as you deserve. So, to that end, I hope my expression of gratefulness, which has been given a voice in this letter, will give you and your staff a secure feeling that *because of what you do*, you have bettered my and my children’s futures by allowing us those experiences we all shared together last week to now be shared with each other as memories for all our days to come. Maybe that is a little overdramatic, but it is spot-on when it comes to my regard for the National Park Service.

—All the best,  
J. Patrick Hill, Jr.

## One-Stop Shopping for Arrowhead Items



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## ¡Armas al hombro! ¡Preparan las armas! ¡Apunten! ¡Fuego!

*(Shoulder arms! Weapons ready!  
Aim! Fire!)*

With blasts resonating from Spanish soldiers’ flintlock muskets, classes were propelled from one adventure to the next during Tumacácori NHP’s 2010 Junior Ranger Day on May 6. Fourth graders jumped at the opportunity of a lifetime to interact with Capitán Juan Bautista de Anza, President Theodore Roosevelt and Father Kino. They danced traditional Keihina dances taught by Tohono O’odham cultural educators whose families have danced the dances for millennia. They

threw mud into wooden forms to make adobe bricks under the direction of the park’s preservation team, sang in the mission church, learned about what park rangers do and raced for the planet during the Recycle Relay. And, the students ate history—partaking of foods from eastern and western hemispheres that came together as cultures met and mixed in this region over the last several hundred years. Forty parent chaperones and 160 students representing three schools seized the opportunity to learn from the past and to acquire tools towards becoming stewards of the future through these activities. The

activities were based upon the theme of “We are Connected to the Land.”

Three days later, Taylor Jones, the logistics and safety chief for the event, ran into a friend who had chaperoned her son’s class. She said both she and her son had a great time and told him her son went home to nana (grandma) and tata (grandpa) and talked about the trip for the rest of the weekend. She said a big “thank you” for everything in the student packets and that nana bought a gray long-sleeved shirt like the ones park rangers wear, so her son could have his Junior Ranger patch sewn onto it. The boy asked for it because he wanted to be like a park ranger. ■

# Kudos and Awards

## National Park Service Honors Outstanding Volunteers

The NPS and the National Park Foundation honored the recipients of the 2009 George and Helen Hartzog Awards for Outstanding Volunteer Service at a ceremony on May 13 in Washington, D.C. The awards recognize the time, talent, innovation and hard work contributed to national parks through the Volunteers-In-Parks (VIP) Program. Last year, 196,000 volunteers spent 5.9 million hours assisting the NPS. George B. Hartzog, Jr. served as the director of the NPS from 1964 to 1972 and created the VIP Program in 1970. In retirement, he and his wife established a fund to support the program and honor the efforts of volunteers. His widow, Helen, and children attended the awards ceremony and congratulated each recipient.

The Hartzog Individual Volunteer Award was presented to **Tony Valois** from Santa Monica Mountains NRA. Tony's expertise in computer programming, photography and botany has been a tremendous asset to the park. He combined his talents to create a web-based photographic guide to the park's wildflowers. Tony devoted over 5,000 hours to building and improving the guide. He created the guide while serving in his primary volunteer role as a campground host.

The Hartzog Youth Volunteer Award was given to 16-year-old **Holly Marsh** from Mississippi NRRRA. Holly worked 270 hours as a volunteer last year. She co-lead Junior Ranger Programs and helped 2,100 children receive their badges; interacted with visitors at the Mississippi River Visitor Center; served as the park's mascot, Freddy the Flathead Catfish, at special events; assisted with the Bike with a Ranger Program; and photographed events for the park's website and brochures.

The Hartzog Enduring Service Award was presented to **Richard Meissner** from Cape Lookout NS. Richard has served as the park's full-time volunteer coordinator for 10 years. His volunteers

provide the park with the equivalent of 12 additional staff members. He recruits, selects, trains and supervises volunteers for the Harkers Island Visitor Center, two satellite visitor centers, the Portsmouth Village Historic District, the Cape Lookout Historic District and cabin lodges. He personally assists with maintenance, exhibit design, special events and living history programs.

The Hartzog Volunteer Group Award was given to the **Glacier Centennial Program** from Glacier NP. To celebrate the park's 100th anniversary, a group of over 75 volunteers from 43 different organizations planned and implemented a community-driven Centennial Program. The volunteers invested over 1,000 hours of service. The group coordinated 108 centennial activities with 58 organizations. They helped 61 local businesses reduce their carbon footprint, developed 184 centennial products with 47 vendors, sponsored an art contest and produced a book of stories with contributions from 240 authors.

The Hartzog Park Volunteer Program Award went to the **Lake Mead NRA Volunteers-In-Parks Program**. Last year, the park's 4,050 volunteers donated 122,200 hours to meaningful projects in maintenance, visitor services, education, resource protection, law enforcement and administration. The VIPs monitored invasive mussels, inventoried abandoned mines and rid the park of over 33 tons of garbage. In addition to maintaining existing volunteer activities, the park created, marketed, recruited and implemented two new programs. Operation Zero (OZ): Citizens Removing & Eliminating Waste (CREW) engaged community groups and families in cleaning coves around the lake by boat. The Resource Steward Program used volunteers to collect data about the park's cultural and natural resources. ■

• **Scott Emmerich** received the 2010 Harry Yount National Park Ranger Award for excellence in "rangering" during a ceremony on June 8. The annual award is bestowed on a park ranger whose overall impact and record have promoted a high degree of awareness and appreciation for the ranger profession. The award, made possible by the National Park Foundation through a gift from Unilever, is named after the 19th-century outdoorsman considered as the first park ranger.

Scott has worked at Glacier NP since 1989 and currently serves as the North Fork District ranger. His duties include visitor and resource protection, backcountry management, wildlife management, maintenance, safety, visitor education and fee collection. He works and lives in an off-grid, rustic and remote section of Glacier NP. As a wildlife manager, Scott works with researchers capturing, collaring and tracking cougars, wolves, grizzly bears, black bears, coyotes, elk and deer.

Scott is also an accomplished rescue ranger and park medic. He constantly strives to improve the park's EMS, search and rescue and law enforcement operations through training, practice sessions and partnerships. He teaches winter survival courses, law enforcement tactics, first aid and CPR. He is a frequent guest speaker at schools and civic meetings.

In accepting the award, Scott empha-

sized that "no one ranger is worthy of such an honor. It's a team of people who help build and support every ranger who's graced a National Park Service uniform—it starts with your family and encompasses teachers, peers, friends and leaders in your life. On behalf of the team of people who supported me and gave me every opportunity to succeed in my life and this profession, I thank you for the honor of accepting the Harry Yount Award 2010."

• On April 19, Hawaii's lieutenant governor, James R. "Duke" Aiona, Jr., and officials of the State Department of

Business, Economic Development and Tourism presented **Hawai'i Volcanoes NP** with the Hawaii Green Business Award. The award recognizes the park's "environmental stewardship in protecting Hawaii's pristine 'aina'" by conserving water and energy and developing and implementing practices that prevent pollution and waste, as well as by sharing its success with the community.

Since 2007, the park has reduced consumption of electricity by 17 percent, water by 13 percent and propane by 15 percent. This, combined with recycling and solid-waste programs, has reduced the park's carbon footprint by approximately 107 metric tons of carbon dioxide, a greenhouse gas. Exemplary practices include: installation of solar and photovoltaic systems; recycling of green waste, wood pallets, aluminum, glass, plastic, metal, paper, oil, tires, batteries, computers and other electronics; construction of an LEED-certified Visitor Emergency Operations Center; and use of hybrid vehicles, bicycles and a vanpool for staff and volunteer transportation, with plans underway to field-test a hybrid hydrogen shuttle bus in 2011.

• The 2009 Wes Henry National Excellence in Wilderness Stewardship Awards were announced earlier this year. **Steve Bair**, backcountry wilderness and trails manager at Shenandoah NP, received the 2009 Individual Award, and **Organ Pipe Cactus NM** received the 2009 Group Award.

Among his accomplishments, Steve initiated, coordinated and wrote Shenandoah NP's first Backcountry-Wilderness Management Plan. He guided the plan development with an interdisciplinary team and public involvement and coordinated wilderness social science research in Shenandoah with a cooperating university. The resulting Backcountry and Wilderness Visitor Study influenced the management plan and set a framework for future management actions. He also served as the Northeast regional wilderness coordinator and made substantial contributions to the national NPS and interagency wilderness program.

Organ Pipe Cactus NM staff has long held a great appreciation for the values of wilderness areas. Law enforcement rangers often walk miles through wilderness in pursuit of smugglers and to provide support for natural and cultural resource projects. Maintenance staff exhibits great care when removing trash and abandoned vehicles from wilderness areas, and resource management staff has been monitoring wilderness resources for years and continues efforts to document and assess impacts of illegal roads and trails.

The park's commitment to wilderness

was severely tested in 2009. The Department of Homeland Security (DHS) proposed to build 33 electronic towers in and adjacent to the monument, several in wilderness areas. Park staff worked with DHS and other agencies to reduce the number of towers, and none of the towers are located within NPS-designated wilderness. In addition, the staff continues to reduce and mitigate impacts of the towers and other DHS proposals by providing comments on letters, plans and compliance documents and often meets in the field to discuss site-specific mitigation measures and requirements.

• On May 3, Chickasaw NRA Park Ranger **Luis Krug** was honored as the Outstanding Federal Law Enforcement Employee in Oklahoma by the Oklahoma Federal Executive Board. Luis works independently as a federal law enforcement officer at the park. He chairs the Murray County Multi-disciplinary Team, which is charged with the investigation of crimes against children, leading the organization to better protect the children of Murray County by training local officers, obtaining grant money, improving accountability of new equipment and supporting interagency investigations.

Luis also serves on the Oklahoma Council on Law Enforcement Education and Training as a curriculum review member, writing and setting training standards for future peace officers in Oklahoma. He has served as the NPS DARE officer for eight years in the Sulphur and Davis, Okla., school districts. Chickasaw NRA Supt. Bruce Noble stated, "Luis Krug represents the very best of the National Park Service protection ranger ranks, and it is extremely gratifying to see his many accomplishments recognized through this important award."

• **Harpers Ferry Center (HFC)** accepted five National Association of Government Communicator awards for superior work in publications, exhibits and video production as part of the 2010 Blue Pencil/Gold Screen Awards Competition at an awards banquet in May. Agency representatives at all levels of government and throughout the nation serve as judges for the annual competition.

"These awards are intended to highlight the industry's best in government communications," stated Don Kodak, director of HFC. "It's an honor to be recognized by our peers for work that helps parks connect visitors with our natural and cultural resources. It's also exciting to be acknowledged for our center's effort to be innovators in the field of interpretation."

HFC staff took first place for the Thomas Edison NHP brochure and for the publication *Wayside Exhibits: A Guide to Developing Outdoor Interpretive*



NPS photo by Jeff Manuszak

**INDIANA DUNES NL RECEIVES THE DEPARTMENT OF THE INTERIOR UNIT AWARD FOR EXCELLENCE OF SERVICE**—This award was presented to the employees, volunteers and partners of Indiana Dunes NL for their successful National Park Service/National Geographic Society BioBlitz in May 2009. Scientist-led teams of volunteers dispersed throughout the lakeshore to develop a nature inventory, observing and recording as many plant and animal species as possible in 24 hours. Five thousand citizen-scientists, including 2,000 schoolchildren and more than 150 scientists, participated in the event.

# Kudos and Awards

*Exhibits*, which provides an overview of outdoor interpretive exhibits including best practices and NPS standards. A second-place award was presented for an NPS Washington Office/HFC-produced training video on long-term preservation strategies for acetate and nitrate films. The NPS developed the video as part of a Servicewide effort to conserve its collection of historic films. HFC received the Award of Excellence for the Glacier Bay NP & PRES brochure and for a series of four wayside exhibits that interpret the armory grounds with tactile components for Harpers Ferry NHP.

• **Mike Whatley**, chief of the Natural Resource Program Center's Office of Education and Outreach, reached the 40-year mark in his career with the NPS this past June. Mike began his career at Lake Mead NRA as a student trainee law enforcement ranger while earning his bachelor's degree at Sacramento State University. His next assignment was to Sequoia and Kings Canyon National Parks, where he served in law enforcement, fire control and interpretation, including serving as a horseback ranger at the Grant Grove area.

Mike earned a master's degree in wildland resources science from the University of California Berkeley, where he studied under a variety of land management luminaries, including Arnold Schultz (prescribed fire) and A. Starker Leopold (landscape preservation). He conducted research projects on exotic fallow deer at Point Reyes NS and the Pacific tree frog and its coloration change capabilities. "It's inspirational to be walking in the footsteps of famed resource management specialist George Wright, who was a Berkeley forestry graduate in the 1920s, especially since resource management is where my career eventually ended up," he says.

Mike's next assignment was to the Horace M. Albright Training Center at Grand Canyon NP, where he served as a trainee liaison coordinator under Deny Galvin. In those days, entering rangers

were also required to participate in an "urban" assignment, and Mike had the good fortune to be assigned to the Southern Arizona Group Office in Phoenix, Ariz., under the leadership of General Superintendent John Cook. Duties included developing urban educational programs, as well as assignments to Canyon De Chelly NM, Saguaro NP, Tumacacori NHP, Fort Bowie NHS and Grand Canyon NP. After his assignments in Arizona, Mike participated in an extended environmental education training program at George Williams College in Wisconsin.

In 1972, Mike was sent to Morristown NHP as the chief of interpretation and supervisory historian. His next duty station was at Cape Cod NS, where he served as the park historian, South District interpretive supervisor and eventually as the park's public information and outreach chief. "I was possibly the last ranger ever 'sent' to a park," he recalls. "In those days, we were given random notice from Washington as to where our next assignment would be, similar to the military. Shortly after I was 'sent' to Cape Cod, the NPS instituted a standard vacancy announcement-based hiring program. It turned out to be a pretty good assignment"—he stayed at Cape Cod for 24 years.

In 2001, Mike and his wife, Karen, moved cross-country to his post at Fort Collins, Colo., at the Natural Resource Program Center, where he currently serves as the chief of the Office of Education and Outreach. The Office of Education and Outreach (a Washington Office-based program) works to bridge the interpretive and natural resource management communities and deals with advancing communications to help address critical resource issues such as climate change, the importance of protecting dark night skies and natural soundscapes, fostering ocean stewardship and halting the proliferation of invasive species in parks.

Mike says his current job is "incredibly rewarding and meaningful," noting that

## Life Saved during Firefighter Fitness Test

By Frank Sellers, District Ranger, New River Gorge NR and Barb Stewart, Fire Communication Specialist, Northeast and National Capital Regions

People have died taking the fitness test for wildland firefighting. Bruce Miller, fire management officer for New River Gorge NR, looked at the statistics and thought, "This is a planned event—maybe we can change that."

The Work Capacity Test (WCT) requires firefighters to walk three miles in 45 minutes or less wearing a 45-pound pack. Each federal unit that gives the test must prepare a medical response plan for it. In 2004, Bruce further improved his plan. The test would be given on a track where participants could be observed the entire time. He also required that a staffed ambulance with good cardiac protocol and an automated external defibrillator (AED) be at the location of the test.

It was a change. It was more than the minimum standard required. Sometimes the ambulance was late, and people had to wait. Some people complained, but Bruce stuck by his plan. ■

It's good that he did. On March 12, a 46-year-old NPS employee collapsed while taking the WCT. Others there responded promptly and effectively. After determining the man had no pulse, New River Gorge NR Park Ranger Mark Bollinger, the CPR instructor, began chest compressions, and first responder Frank Sellers gave ventilations through a pocket mask. The on-site ambulance quickly moved to them. An AED was hooked up; it advised a shock, and one was administered. Ventilations were then provided by a bag valve mask. New River Gorge NR Park Ranger and EMT Randy Fisher began to see the man breathe independently and gave high-flow oxygen via a non-rebreather mask.

The man was taken by ambulance to a local hospital and was later transferred to a regional hospital. According to the final report, early CPR and use of the AED were crucial to the successful outcome. Best of all, the employee was discharged from the hospital on March 23, and his prognosis is good. ■

## NPS Retiree Receives Air Medal over 60 Years Late

By Paula J. Bauer, Management Assistant, Carlsbad Caverns NP

During holidays like Memorial Day, we celebrate the lives and memorialize the actions and achievements of our fallen war heroes. But, do we recognize the heroes walking among us? We may have heard stories or read reports about tragedy averted because of actions of a co-worker. Still, do we know the history of our colleagues? Who among those we see or work with daily has done courageous things? Have great or brave deeds gone unacknowledged?

Earlier this year, newspapers in New Mexico ran a story about an Albuquerque, N.Mex., man who was awarded the Air Medal sixty-six years after his act of bravery in World War II. A touching story, but one line in particular raised my attention beyond a

passing interest. Associated Press writer Tim Korte wrote, "Giles ... moved to Albuquerque after retiring from the National Park Service in 1976." Immediately, my mind whirled with questions typical and indicative of our small, close-knit agency—where did he work? What did he do? Who did he know? Do we know the same people?

A little online research and a telephone conversation with Bob Giles himself revealed that his NPS career spanned from 1948, when he started as secretary to the superintendent at Zion NP, to 1976, when he retired from the position of deputy regional director of the Midwest Region. In the interim years, Bob worked at Mesa Verde NP, Rocky Mountain NP, Big Bend NP, Saguaro NP, the regional office in Santa Fe, N.Mex., and other positions in the

*continued on page 7*



**ROBERT L. "BOB" GILES** spent over a year in a German POW camp during World War II. Sixty-six years later, the U.S. Army corrected an administrative error, and in April, former Lieutenant Giles received the Air Medal for heroism in World War II.

it's "definitely not about the money or time, but about the significance of contributing to a greater cause." He believes the NPS is unique in this area, and it is rare that one can serve an entire career in one organization and still feel as motivated as the "first day you started." Mike says, "It's about the mission and the friends—it's a calling more than just a job."

• **Patrick Reed**, superintendent of Mammoth Cave NP, marked his 40th year with the NPS in March and shows no apparent signs of retiring. Southeast Regional Director David Vela acknowledged Patrick's anniversary date with a congratulatory letter and plaque: "On behalf of all of your colleagues in the Southeast Region, congratulations on achieving 40 years of loyal and devoted service to the National Park Service. This is truly an amazing achievement ... we are extremely proud of your achievements over the years in preserving, educating and protecting our nation's most-cherished resources for current and future generations. Wishing you the best for another 40!"

Park employees gathered to celebrate with Supt. Reed and his wife, Darit, who has served 37 years as a Park Service wife and often as a park volunteer. Patrick has worked in a total of 11 parks, including Mount Rushmore N MEM, Grand Teton NP, Jefferson National Expansion Memorial, Death Valley NP, Sequoia and Kings Canyon National Parks, Wilson's Creek NB, Cape Hatteras NS, Rocky Mountain NP, Natchez Trace Parkway, Chickamauga and Chattanooga NMP and Mammoth Cave NP. He is a native of Iowa and a 1971 graduate of Iowa State University, with a bachelor of science degree in resource development for outdoor recreation. ■

## Upcoming Meetings & Events

**Association of National Park Rangers (ANPR) Ranger Rendezvous**—Join ANPR members at the 33rd Ranger Rendezvous to be held at The Riverhouse in Bend, Ore., Oct. 31 - Nov. 4, 2010. The "Building Bridges to the Future" program will include the following speakers: NPS Director Jon Jarvis, NPS associate directors, an international conservation leader, motivational speaker Peter Senge and an NPS employment guidance team. A half-day public service project in collaboration with Oregon State Parks is also included.

In addition, a concurrent two-track leadership training course targeted at new and developing mid-level NPS leaders will bring together select elements of the Rendezvous program with facilitated group and panel discussions on current leadership topics. This combined program/training is supported by the NPS employee development branch, providing a formal professional development opportunity for registered participants. For more information about the Ranger Rendezvous, a detailed agenda and to learn how to register, visit [www.anpr.org](http://www.anpr.org).

**Save the Date!**—The staff of Shenandoah NP is celebrating the park's 75th anniversary in 2011 and invites all alumni to join them on May 14 and 15, 2011 for a reunion weekend in the park. More details are coming, but save the date! For information, contact Karen Beck-Herzog, management assistant, at (540) 999-3500, ext. 3300. ■

# Class of 2010

**Theresa Adams**, maintenance worker, Lake Mead NRA, April 10 after 19 years.

**Valentine Anan**, small engine mechanic supervisor, National Mall and Memorial Parks, April 2 after over 35 years.



Aubry Family Photo

## MICHELE C. AUBRY

E&AA Life Member **Michele C. Aubry**, archeologist, WASO, Nov. 3, 2009 after 32 years.

Michele's first NPS assignment was in 1978 with the Interagency Archeological Services Division in WASO. Other positions were in the Archeological Assistance Division, the Office of the Departmental Consulting Archeologist and the Office of the Assistant Director for Archeology. In 1991, Michele transferred to the Anthropology Division. From 1995 until her retirement, she worked in the Archeology Program.

Highlights of Michele's career include serving as a U.S. delegate at five UNESCO meetings of governmental experts to develop the *UNESCO Convention on the Protection of the Underwater Cultural Heritage* and on an NPS and Government of India joint team to develop a management plan for the Taj Mahal, Agra Fort and Fatehpur Sikri World Heritage Sites. Other major accomplishments include developing the *NPS Abandoned Shipwreck Act Guidelines*, developing the federal regulation, 36 CFR Part 79, *Curation of Federally Owned and Administered Archeological Collections*, and participating in international negotiations to develop agreements for protection of the RMS *Titanic* and *La Belle* shipwrecks, among others. She was awarded the DOI Superior Service Award.

Michele and her husband, Peter Christensen, will remain in northern Virginia and continue their quest to see the world's historical and natural wonders. She serves on the Maryland Advisory Committee on Archaeology and the Fairfax County Architectural Review Board.

**Gerard Baker**, assistant director for American Indian Relations, WASO, July 3 after over 30 years.

**Gloria J. Baker**, human resources specialist (Human Resources Development), Harpers Ferry Center, May 1 after 32 years.

Gloria began her NPS career as a clerk typist with the Stephen T. Mather Training Center in 1978. In 1991, she was a team member for the NPS Women's Conference held in New Orleans, registering the 400-plus participants. After 18 years at Mather Training Center, she moved on to the Human Resources Office at Harpers Ferry NHP.

In 1999, Gloria joined the staff of

Harpers Ferry Center as the training officer. Once again, she found herself registering participants, this time for the Discovery 2000 Conference in St. Louis. Gloria says it has been a wonderful career with an agency that she holds dear.

**Allan R. "Al" Betcher**, human resources officer, Shenandoah NP, June 1 after over 29 years of federal service, over 21 of them with the NPS.

Al began his federal career with three years in the U.S. Army, where he served in Korea, and five years at Fort Snelling, Minn., and Fort McCoy, Wis., in the Human Resources Department. He began his NPS career at Indiana Dunes NL in 1988, working in human resources, and joined Shenandoah NP in 1992 as the personnel officer. His title later changed to human resources officer.

During Al's tenure at Shenandoah NP, there were many changes in the delivery of human resources services. In addition to providing key human resources services during a major park reorganization, he coordinated efforts associated with Ranger Careers and the Voluntary Separation Incentive Bonus (buyout) program. A key achievement was leading the negotiations with the American Federation of Government Employees Local 407. His efforts resulted in a new Collective Bargaining Agreement.

Perhaps Al's most lasting legacy is the assistance and counsel he provided to managers and supervisors by working with them to share his knowledge of human resources. He will now have more quality time to spend with his family and to play tennis, tinker around the house, enjoy strolling along one of the many trails at Shenandoah NP and find a playmate for his dog, Kelly.



FWS photo by Jim Hartman

## KEN BLOCK

**Kenneth A. "Ken" Block**, chief ranger, Effigy Mounds NM, March 27 after 26 years.

Ken was raised in suburban Philadelphia and grew up with a love of history and the outdoors. He spent six summers on the staff of the Boy Scouts of America national camp—Philmont Scout Ranch in Cimarron, N.Mex., and graduated with a B.A. degree in history from St. Joseph's University.

Ken's NPS assignments included park ranger at Valley Forge NHP, assistant interpretive specialist at Upper Delaware SRR, district ranger at various units of Independence NHP and district ranger at Grand Canyon NP. He served as acting superintendent at Tallgrass Prairie NHP in 2008. Ken was chief ranger at Effigy Mounds NM for nearly 10 years.

Ken has transferred to the U.S. Fish and Wildlife Service (FWS) as visitor services

manager at DeSoto National Wildlife Refuge (NWR). After partnering for many years with Upper Mississippi NWR staff and recognizing that, like the NPS, they emphasized the importance of placing resources "first," he jumped at the opportunity to transfer to DeSoto NWR. The site features an impressive blend of natural and cultural resources—including one of the premier museum collections in the FWS. DeSoto NWR is his first tour of duty with the FWS.

**Chris Calkins**, chief of interpretation, Petersburg NB, July 3, 2009 after 34 years.

Chris began his NPS career at Appomattox Court House NHP and then served at Fredericksburg and Spotsylvania County Battlefields Memorial NMP. He was chosen to become the first park manager of Sailor's Creek Battlefield Historical State Park, which he is now developing for the 150th Civil War Sesquicentennial.

**CT Campbell**, labor supervisor (trails), Shenandoah NP, Jan. 2 after 34 years.

**William Clark**, supervisory park ranger, National Capital Parks-East, June 2 after 40 years.

**Linda S. Cramer**, visitor use assistant, Cabrillo NM, April 2 after 30 years of federal service.

**Calvin Crowder**, motor vehicle operator, National Mall and Memorial Parks, May 31 after over 25 years.

**William H. "Bill" DeBerry**, park ranger, Fort Vancouver NHS, April 1 after 27 years. Since beginning in 1979, Bill has served as a ranger at Great Smoky Mountains NP, Pinnacles NM, Grand Canyon NP, Blue Ridge Parkway, Olympic NP and Fort Vancouver NHS.

**Gary DeBusk**, deputy manager for management systems, Accounting Operations Center (AOC), WASO, April 3 after over 35 years.

Gary began his NPS career at the (then) Rocky Mountain Regional Office in Lakewood, Colo. He was one of several voucher examiners hired for the newly created office in 1974. He accepted a position in budget and finance at Grand Teton NP in 1975. From that opportunity, Gary received his first administrative officer's job at Lincoln Home NHS in 1977. This assignment was followed by accounting operations positions at Dinosaur NM (1980) and Padre Island NS (1984).

In 1986, Gary assumed Mesa Verde NP's first IT specialist position. When the current Federal Finance System was implemented in 1991, the Service needed to upgrade the administrative finance system (AFS). From Mesa Verde NP, Gary joined three other IT specialists and programmers who worked from their homes in Anchorage, Alaska; Seattle, Wash.; and Jackson, Wyo., under the direction of the AOC, to design, program and implement AFS II.

Gary relocated to AOC in 1995. He became AOC's deputy manager for management systems in 2006, overseeing operations for finance integration, technical support and software engineering, AFS III and AOC's information technology, security and telecommunications.

Gary says, "I enjoyed moving from park to park and working with the dedicated employees of the National Park Service. I developed lifelong friendships with many of them.... This career allowed me to see

parks in a way that no visitor ever sees, and I'm still in awe that I was part of it all."

**Bob DeRemer**, park guide, Salinas Pueblo Missions NM, June 19 after five years.

Bob served with the NPS for five years as a historical interpreter and is very saddened to leave his post. However, due to critical health issues of his COPD (chronic obstructive pulmonary disease) being aggravated by the high altitude at Salinas Pueblo Missions, which averages around 6,600 feet above sea level, his doctors have recommended that he move to a lower altitude. He has moved to lower Alabama, where the altitude at his new home is only 327 feet above sea level. Bob expressed how badly he feels about leaving the Park Service but understands that, to improve the quality and quantity of his life, he must.

After starting out as a young man in the U.S. Air Force during the Cold War and Vietnam, this has been Bob's last hurrah as a government employee. He is proud to have worn both uniforms in the service of his country—the blue of the Air Force and the green and gray of the NPS. Bob wishes all of his Park Service teammates and friends the best and regrets that he cannot be part of their endeavors into the future. "I salute you!" was his final testimonial to a great organization.

**Gregory Dodson**, gardener leader, National Capital Parks-East, April 2 after over 29 years.

**Susan E. Garfield**, museum technician, San Francisco Maritime NHP, June 3 after 32 years.



Jana Guymon

## BILL HALVORSON

E&AA Life Member **Dr. William "Bill" Halvorson**, research ecologist, U.S. Geological Survey (USGS) Southwest Biological Science Center, Jan. 31 after over 32 years with the DOI, over 13 of them with the NPS.

Bill's first assignment was as a fire control aid with Grand Canyon NP in the summers (1962-1967). After receiving a Ph.D. from Arizona State University, he taught at the University of Rhode Island (1970-1979). In 1979, he went to work for the National Natural Landmarks (NNL) program, which was a temporary move from the NPS to the Heritage Conservation and Recreation Service (HCRS). In 1981, the NNL program was moved back into the NPS when HCRS was disbanded after four years. With this organizational move came a move from Denver, Colo., to Washington, D.C.

In 1983, Bill moved on to become a research ecologist with Channel Islands NP, where he started a decades-long quest to help the NPS develop an inventory and

# Class of 2010

monitoring (I&M) program. Starting first with the development of the I&M program at Channel Islands NP, one of the first park-based programs created in the NPS, he went on to assist with the development of the program at Organ Pipe Cactus NM and then the national I&M program, which first started with park-based programs and evolved into the current program based on networks.

In 1992, Bill went to the Cooperative Park Studies Unit at the University of Arizona, where he worked closely with the southern Arizona NPS units while the DOI reorganized. He worked for the National Biological Survey, National Biological Service, California Science Center of the USGS, Western Ecological Research Center of the USGS and the Southwest Biological Research Center of the USGS—all without moving his office or desk.

Bill was the 1998 recipient of both the Intermountain Director's Natural Resource Research Award and the national Director's Natural Resource Research Award. In 2007, he received an Outstanding Service Award from the Society for Ecological Restoration for his contributions to the society (12 years on the board of directors) and to ecological restoration.

Bill will continue to live in Tucson, Ariz., teach part time at the University of Arizona and work on a volunteer basis with students and NPS projects. He is also a founder and director of Sustainable Solutions for Arid Lands and can be reached at [inspiredliving@mindspring.com](mailto:inspiredliving@mindspring.com).

**George Harley**, automotive mechanic supervisor, National Mall and Memorial Parks, April 2 after over 38 years.

**Melvin Hayden**, automotive mechanic leader, National Mall and Memorial Parks, March 27 after over 15 years.

**Brenda J. Kauffman**, contract specialist, San Francisco Maritime NHP, April 10 after 14 years.

**Herbert Kelly**, cement finisher, National Mall and Memorial Parks, April 2 after over 30 years.

**Ruth Levin**, park ranger, Hawai'i Volcanoes NP, May 31 after 18 years.

**Kevin Martin**, maintenance team leader, Lake Mead NRA, May 3 after 36 years.

**James Massie**, supervisory facility operations specialist, Lake Mead NRA, April 24 after 29 years.

**Lindsay McClelland**, geologist and Washington liaison, Geologic Resources Division, NRSS, April 2 after over 35 years of federal service, 17 of them with the NPS.

As a student, beginning in 1972, Lindsay cataloged specimens from the Smithsonian Institution's ore and mineral collections, then returned after graduate school to track volcanic eruptions for the Smithsonian's Global Volcanism Program. He joined the NPS in 1993 to work with the National Natural Landmarks program and, soon after, the Geologic Resources Division. There, he worked on a range of issues, including paleontology, caves and karst, volcano hazards, Mississippi barrier island restoration, benefits sharing/biodiversity prospecting, the cooperative conservation initiative, partnerships with U.S. Geological Survey and state geologists and the UNESCO Geoparks initiative.

**Edward Meier**, facility manager, Lyndon B. Johnson NHP, May 3 after 37 years.

Edward started working as a ranch hand for President Johnson on the LBJ

Ranch in 1966. He signed on as a ranch worker when the national historical park added the ranch to its holdings in 1973 through a donation from the Johnsons.

Through the years, Edward helped the NPS maintain a herd of registered Hereford cattle that were descendents of LBJ's herd. When promoted to ranch foreman, he continued to work with the NPS and the Johnson family to keep the ranching operations and heritage alive and available for the public to experience. In the last three years of his career as facility manager, Edward helped the park accomplish many projects related to restoring ranch landscapes and structures to their 1960s appearance.

**J. Lawrence Nolen, Jr.**, safety and occupational health manager, Pacific West Regional Office - Seattle, March 31 after 26 years.

**Jennifer Orenic**, wastewater treatment operator, Shenandoah NP, June 1 after 30 years.



VEE POLLOCK

**Eli "Vee" Pollock**, maintenance mechanic supervisor, Lincoln Home NHS, April 30 after over 41 years.

Vee began his NPS career in 1969 as a young, impressionable renegade saddle bum from Tropic, Utah—back in the days when electricity, indoor plumbing and power tools were just beginning to be used. Cowboy trailblazing, rodeo bareback riding and cooking steaks and eggs at Bryce Canyon Lodge were the first natural talents he brought to the NPS.

Vee became a member of the tree-pruning crew for three years through the Southwest Regional Office under Kent Hirschi and served throughout the western United States cutting down trees and driving the big trucks. He was transferred to the 50,000-acre Lake Meredith NRA in 1972. Facility Manager Bob Kelley assigned him to the "honey wagon" to pump the uncountable portable toilets in the remote netherlands of north Texas.

Eventually, Vee was promoted to maintenance mechanic at Lake Meredith NRA. The job allowed him to expand his skill repertoire to include electrical/mechanical fix-its, lake diving for search and rescue and underwater maintenance and historical building restoration capabilities. The underwater responsibilities offered welcome soundproofing and out-of-sight benefits. The process of building the Lake Meredith Aquarium and Museum resulted in an assignment for Vee

of getting the nearly 4,000-gallon aquariums running and stocked.

In 1977, Vee was transferred to Lincoln Home NHS. Historic toilets, incidentally, became a part of the job description. New technologies were a major component of the job with alarms, fiber optics and, of course, the ensuing regulations. The complete renovation of Lincoln's home as well as 13 of the site's historic buildings has been accomplished in those 32 years. In addition, Vee received special awards throughout the years.

The Springfield, Ill., area became home for the Pollocks. Two sons, Willie and David, were born and raised in Springfield and its neighboring communities. Vee and his wife, Gwen, are retiring to their home in Sherman, Ill.

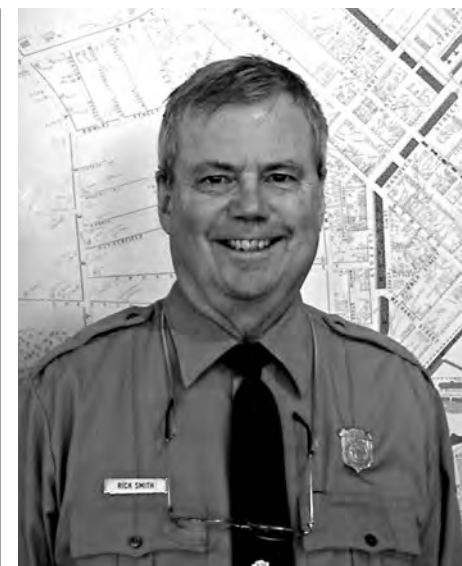
**Monica Rapp**, administrative officer, Joshua Tree NP, May 31 after 31 years.

E&AA Life Member **David C. Sheppard**, heavy mobile equipment mechanic, Lake Roosevelt NRA, March 31 after 29 years.

**Rick Smith**, supervisory park ranger, Lowell NHP, April 23 after 22 years.

Rick began his NPS career at Lowell NHP in 1988 as a seasonal interpreter. He became an indispensable member of the interpretive and education team at the park when he became supervisory park ranger for education in 1996. He was involved in the beginning of the Tsongas Industrial History Center, an educational collaborative between the park and the University of Massachusetts Lowell that is the first of its kind. At the center, Rick developed numerous educational programs, including "Workers on the Line."

During Rick's time at the park, he met and married Martha Barrett, a museum educator from the University of Massachusetts Lowell. Martha and Rick decided to retire together to pursue their passion for traveling. Interested friends are encour-



NPS photo by Frank Clark

RICK SMITH

aged to contact the Tsongas Industrial History Center to send them best wishes.

**Larry J. Stidham**, maintenance team leader, Lake Mead NRA, May 31 after 25 years.

**Randy Swenson**, maintenance worker (motor vehicle operator), trails, Cuyahoga Valley NP, June 29 after 19 years.

Randy started his NPS career at Cuyahoga Valley NP in 1991 as a seasonal motor vehicle operator, later becoming a permanent NPS employee at the park. His latest assignment was with the park's trail crew, but he had a hand in many other park maintenance operations, including numerous hours supervising volunteers. His retirement plans include plenty of golf, visiting casinos and spending time hunting and fishing with his brother in Minnesota.

**Mac Taylor**, maintenance worker, Shenandoah NP, June 1 after 36 years.

**Ronnie L. Tyson**, supervisory facility operations specialist, Lewis and Clark NHP, April 30 after 29 years.

**Darlene C. Wahl**, park ranger, San Juan Island NHP, May 8 after 12 years. ■

## NPS Retiree Receives Air Medal over 60 Years Late

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Midwest Regional Office. More than 30 years after retiring, I asked him what he remembered best from all the years with the NPS. Without hesitation, he said, "Great people." He told me stories about his friends and colleagues, specifically Art Thomas, Fred Fagergren and John Lewis.

Still, it was his service in World War II that led to him receiving a medal. Second Lieutenant Giles was the navigator on a B-17 bomber shot down by a German fighter plane after delivering its payload over Germany on April 18, 1944. Bob was wounded in the arm, and the bombardier, Lieutenant Quentin Brown, had severe wounds to his knees and arm. Tim Korte summed up the heroic act: "Giles retrieved and secured harnesses for Brown and himself. With the bomber in flames and beginning to spin out of control, Giles carried Brown to an escape hatch and both parachuted to safety." Two men died in the crash. Lt. Giles and Lt. Brown were captured and spent the

remainder of the war in Europe in Stalag Luft III. (I imagine the young man lamenting his "birthday present" as he was delivered to a POW camp two days after his 23rd birthday.)

Bob Giles went on to have a career and family. He retired from the NPS and settled in Albuquerque, where he continued to serve his community while volunteering at his parish church and with the Society of St. Vincent de Paul for over 20 years.

On April 6, the U.S. military caught up with Bob again—this time, to reward him for meritorious conduct and to hold a ceremony in his honor. Colonel Fredrick Hartwig, commander of the New Mexico Air National Guard's 150th Fighter Wing, presented Bob with the Air Medal and thanked him for his service and for being an example. Colonel Hartwig said, "I would like to let this serve as a reminder of what we can accomplish and what we are all capable of when the need arises."

After 66 years, Bob finally received the recognition he deserves. Thank you, Bob, for your service throughout your life—in your Army Air Corps uniform and in the green and gray. ■

# Workplace Enrichment: Making America's Best Idea the Best Place to Work

By Jennifer Treutelaar, Hetch Hetchy Program Manager and Yosemite Conservancy Liaison, Yosemite NP

Success in our achieving our mission comes from the collective strength of NPS employees. Director Jarvis identified one of his top priorities is for the NPS to invest in its workforce so that we have the resources and passion needed to respond to the challenges we will face in our second century.

The Best Places to Work in the Federal Government report ranks federal agencies based on survey data collected from permanent federal employees. Employee surveys like this are routinely used in private industry as a tool to help managers respond to employee concerns and improve workplace engagement and satisfaction.

Since employee surveys began in 2003, NPS employees have consistently scored our agency in the bottom third of federal agencies to work for. Generally, employees are passionate about the mission; in fact, 91 percent of respondents in 2009 felt the work they do is important. However, they identify significant shortcomings in supervision, training, diversity, performance-based advancement and awards, communication, work/life balance and effective leadership.

The Workplace Enrichment (WE) program has been launched with the assistance of the National Parks Conservation Association's Center for Park Management (CPM) to identify and address the issues that lead to low scores in recruitment and retention, work/life balance, diversity and inclusion, effective leadership and performance-based awards and recognition, among other factors. CPM is

engaged in a variety of initiatives and projects with NPS staff to help develop solutions to some of the key challenges facing the people of the NPS.

A Workplace Enrichment Committee has been formed to provide input and direction for the effort. The 25-member committee represents a broad cross-section of the NPS workforce and is led by a full-time program manager, Kate Richardson. The names of committee members can be found on InsideNPS. The WE Committee has been tasked with making recommendations that will result in an NPS ranking among the top-10 agencies to work for by our Centennial in 2016. It serves as a conduit and sounding board to prioritize ideas and actions that have the greatest potential to improve workplace conditions and communicates activities that move us towards our vision.

The WE Committee has met twice to create a shared vision of what a top-10 agency looks like, learn what other successful federal agencies have done and begin organizing this multi-year effort. Using survey results and focus group outcomes, the committee developed four action teams to address key shortfalls. **Getting the Right People in the Right Jobs** focuses on improving NPS recruitment and retention success. **Innovative and Adaptive Agency** focuses on improving employees' ability to successfully accomplish their jobs, including providing resources to get the job done, removing barriers and helping employees balance work and personal responsibilities. **Employee Development and Advancement** focuses on fostering a continuous learning culture—both formal and informal—for our employees. **Building**

**Leadership Capability** focuses on identifying and developing competencies within NPS leaders to build trust, respect, credibility, fairness and shared values in the work environment. A fifth team, **Communications**, is charged with engaging NPS employees in the WE effort and providing updates on progress.

Early in 2010, the WE Committee focused on getting the word out for this year's Employee Viewpoint Survey, which was conducted from Feb. 24 to March 26. Since the Office of Personnel Management (OPM) survey was only open to permanent, full-time government employees hired before June 2009, the NPS launched an identical version of the survey for terms, seasonal, permanent part-time employees and those hired after June 2009 who were on duty during the same time period as the OPM survey. The Association of National Park Rangers conducted a similar survey for former and current seasonal employees. As a result of this outreach, more than 2,500 additional respondents made their voices heard.

OPM recently released the results from the 2010 Federal Employee Viewpoint Survey. Analysis and ranking are still underway—stay tuned on InsideNPS for more detailed results, or visit [www.fedview.opm.gov](http://www.fedview.opm.gov) and [www.bestplacestowork.org](http://www.bestplacestowork.org). In general, employee perceptions of the federal workforce are trending upward as employees gave higher marks for leadership than previous surveys but continued to have low rates of satisfaction around merit-based promotions and benefits. Overall, the NPS results show employee engagement on the rise.

Questions regarding leadership re-

ceived the biggest increases overall from the 2008 Employee Viewpoint Survey. The survey questions with the most-improved percentages from the 2008 survey were:

- In my work unit, differences in performance are recognized in a meaningful way—up 26.5 percent to 32.9 percent overall.
- In my organization, leaders generate high levels of motivation and commitment in the workforce—up 25.8 percent to 37.5 percent overall.

Teamwork—the extent to which employees believe they communicate effectively, both with and outside their team, creating a friendly work atmosphere and producing high-quality products—had the greatest percentage decline from the 2008 NPS survey results:

- Policies and programs promote diversity in the workplace—down 12.7 percent to 49.6 percent overall.
- The people I work with cooperate to get the job done—down 11.9 percent to 69.6 percent overall.

The WE Committee wants you to be involved! The WE communications team will continue to provide updates through the InsideNPS website and Twitter and Facebook accounts. The team is also working to provide an online forum that would allow for two-way communication, highlight best practices and offer useful resources to staff. In the meantime, you can connect with WE through the Workplace Enrichment link on the front page of InsideNPS, through Twitter at WEnps, through Facebook at NpsWorkplaceEnrichment or by email at [NPS\\_Workplace\\_Enrichment@nps.gov](mailto:NPS_Workplace_Enrichment@nps.gov). ■

## NPS Recovery Process Following Gulf Oil Spill

continued from front page

and other wildlife. In the Gulf, however, she found herself in the midst of a national news story in late June, when a family on vacation discovered a baby dolphin washed up on shore. “We got there right away, and they were cooling it with water,” she recalled, “but the wildlife recovery center was an hour away, and it didn't survive.”

Shawn Nagle, a fire management officer at Natchez Trace Parkway, served as a READ at Gulf Islands. He said resource advisers “make sure the contractors doing the clean-up work don't disturb the birds or turtles ... that they don't drive their all-terrain vehicles over the dunes and other sensitive areas. The contract workers don't always understand why we keep them out of these sensitive areas, but it's our job to protect wildlife for future generations even though we're in an emergency situation like this.”

Nina Kelson, [then] acting superintendent of Gulf Islands NS, said the READs made great progress educating clean-up crews about why preservation is such an important duty. “Many of the people on clean-up are local, and they see these as their beaches. They've grown

up in this area, and this is an opportunity to give them a better understanding of the national seashore.”

Rick Clark, chief of science and resource management at Gulf Islands NS, said NPS staff will need to know much more before they can complete a plan for the park's recovery from the spill. Many questions must be answered, he added, offering a few just for openers: “What's the ultimate fate and disposition of unrecovered oil in the Gulf? How much is there, and where will it likely end up over time? What are the long-term consequences of having all that oil on the beaches? Has wildlife been affected? Taken out of the population? How much oil, in parts per billion, is in the sand that's not going to be recovered? What's it going to take,” Clark asked, “to get back to normal? Can we get back to normal?”

Although no oil from the BP well reached the beaches of Padre Island NS on the Texas coast, the park still made the headlines in the 100 days of the event. The spill disrupted turtle nesting elsewhere in the Gulf, but the nesting, hatching and return of endangered Kemp's ridley sea turtle hatchlings to the



U.S. Army photo by Spc. Stephanie Cassinos

**PARK RANGER KIRBYLYNN SHEDLOWSKI** (of Hampton NHS) guides citizens through orientation and training to become volunteer park rangers for Gulf Islands NS. It will be the duty of these new representatives of the NPS to educate the public on information regarding the impact of the BP Deepwater Horizon oil spill on the shores and beaches. This will help keep visitors safe and well-informed during their leisure time on Gulf Islands NS.

sea went off on the same schedule as in past years, said Donna Shaver, the park's chief of sea turtle science and recovery.

With 10 national park units within the possible reach of the spill, the initial outlook for resource damage was frightful, said NPS Director Jon Jarvis. Besides Gulf Islands NS, also in potential harm's way were Padre Island NS and Big Thicket N PRES in Texas, Jean Lafitte NHP & PRES in Louisiana and

De Soto N MEM, Dry Tortugas NP, Big Cypress N PRES and Everglades NP, all in Florida. Had the Gulf's prevailing “loop current” picked up the crude oil and pushed it into the powerful Gulf Stream, “that would have carried it down around the tip of Florida and up the Atlantic Seaboard with the potential to damage Biscayne National Park and Canaveral National Seashore, too,” Director Jarvis said. ■

# Requiescat in Pace

**Joanne Amberson**, March 31, at home, following a long battle with cancer.

Joanne volunteered at Shenandoah NP for 17 years, logging over 15,000 hours. A retired English professor, Joanne worked as a writer/editor in interpretation. She was the editor of the park's visitor guide, *The Overlook*, which recently won first place in the Association of Partners for Public Lands' media competition. Joanne researched and wrote the popular short hiking guides sold in the park's bookstores. The Shenandoah National Park Association has sold 171,472 copies totaling \$444,670 in sales thanks to her work.

Joanne is survived by her husband, John, who is also a dedicated VIP at Shenandoah NP. John and Joanne earned the President's Volunteer Award in 2004.

**Brenda Belotti**, 48, March 12, unexpectedly, due to a heart attack.

Brenda was the contracting officer at Steamtown NHS and had worked at the park for the past 25 years. She was a Girl Scout leader and taught Sunday school at the Moosic United Methodist Church. Survivors include Brenda's husband of 15 years, Richard; daughter, Rebecca; stepdaughter, Jessica; and two sisters and two brothers, as well as aunts, uncles, nieces, nephews and cousins.

**Jim Creager**, 63, April 13, suddenly.

Jim served as the lead for the Intermountain Region's IT help desk. After a long career in various technical fields, he and his wife, Nelda, took to life on the road, covering thousands of miles and visiting many national parks. Eventually, they parked at Casa Grande Ruins NM, where Jim provided volunteer support for the monument and later, to many of the other southern Arizona parks as well. This led to Jim being hired at Casa Grande Ruins NM to continue to provide IT support.

As Jim's expertise became more widely known, his service area expanded from southern Arizona to the entire Intermountain Region. During his tenure with the regional office, Jim ensured that those seeking assistance were promptly helped. He was well-known for his excellent customer service, positive attitude and commitment. It was not unusual to see Jim working late into the evening assisting park staff throughout the Intermountain Region. The appreciation for his expertise, patience and persistence extends well beyond the regional office where he sat.

Jim is survived by Nelda; two daughters, Michelle Salge and Jennifer Hippen; seven grandchildren; and a sister. To acknowledge Jim's fondness of the national parks, the family has asked that, in lieu of flowers, donations be made to the National Park Foundation. Donations can be made online or via the mail. Visit [www.nationalparks.org](http://www.nationalparks.org) for more detailed information. Please mention Jim Creager on the check or online form. Condolences may be sent to Nelda Creager, c/o Jennifer Hippen, 10323 E. Delta Avenue, Mesa, AZ 85208.

E&AA Life Member **William E. "Bill" Edwards, Jr.**, 85, April 3.

Bill was a World War II veteran and attended the University of Tennessee, Knoxville. He retired from the NPS in 1983 after 36 years of service. His final NPS assignment was as the administrative officer at Great Smoky Mountains NP. Survivors include Bill's wife of 60 years, Reva; daughter, Reva Ann Edwards; son, William E. Edwards, III; and two grandsons.

**Rhea L. Ernst**, 53, June 30, following a battle with cancer.

Rhea was born and raised in St. Louis, Mo., and began her NPS career at Jefferson National Expansion Memorial. She started as a volunteer at the park in 1980 and later that year, became a seasonal ranger there. In 1981, she gained permanent status and followed that by attending the Federal Law Enforcement Training Center in 1982, starting her career as a protection ranger. In 1984, she transferred to Death Valley NP, working in interpretation and law enforcement at Scotty's Castle. Rhea joined Sequoia and Kings Canyon National Parks in 1990. There, she worked as a dispatcher and later became a fee collection supervisor.

In August 2005, Rhea left the NPS to be closer to her family in Colorado as she battled cancer. She held positions with the Centers for Disease Control and the Animal and Plant Health Inspection Service until she ended her federal career with a medical disability retirement in August 2008.

**Teddy Wayne Garrett**, 67, June 2, due to injuries sustained in a two-vehicle crash at Appomattox Court House NHP, while on duty.

Teddy was a U.S. Army veteran of the Vietnam War and a retired employee of General Electric and Ericsson. He had been a seasonal employee in the Maintenance Division at Appomattox Court House NHP since 2003.

Survivors include Teddy's wife of 34 years, Delores; two daughters, Melissa and Cassidy; and son, Teddy Wayne Garrett, II. Those wishing to make memorials, please consider the Appomattox Rescue Squad, P.O. Box 57, Appomattox, VA 24522; the Appomattox Volunteer Fire Department, P.O. Box 894, Appomattox, VA 24522 or the American Diabetes Foundation, P.O. Box 1131, Alexandria, VA 22303. Online condolences may be made at [www.robinsfuneral.com](http://www.robinsfuneral.com).

E&AA Life Member **John W. Henneberger**, 86, June 24, in Corvallis, Oreg.

John retired from the NPS in 1980 from Chattahoochee River NRA, where he was the first superintendent. He spent time as a ranger early in his NPS career at Olympic NP, Joshua Tree NP and Yosemite NP. He also served as superintendent at Scotts Bluff NM (1958-1962), assistant superintendent at Hawai'i Volcanoes NP and manager for the Denver Service Center (1974-1978).

John coordinated the wilderness studies for the NPS under George Hartzog. Although he retired from the NPS, he remained passionate about the protection of national parks, wilderness and open space and wrote extensively about the history of parks.

**Kevin McKibbin**, 79, June 13, after a long battle with Lewy body dementia and diabetes.

Kevin served in the U.S. Army and was a veteran of the Korean War. Upon his return from Korea, he married Mary Gower "M.G." Thompson—a childhood and family friend from Kansas City, and he received a degree in geology from the University of New Mexico. He worked for a short time as a land surveyor in Albuquerque, N.Mex., where daughter Anne was born, then for the Los Alamos National Laboratory in Los Alamos, N.Mex., where daughter Karen was born.

Kevin began his NPS career in 1964. He worked at Timpanogos Cave NM,



KEVIN MCKIBBIN

Navajo NM and Canyon de Chelly NM, served as superintendent at Hubbell Trading Post NHS and Pea Ridge NMP and later served as chief ranger at Bandelier NM. He retired from the NPS in 1988 after 11 years at Bandelier NM and continued to live in White Rock, N.Mex., until 2004, when he returned to live in Santa Fe, N.Mex.

Kevin's lifelong love and respect for the Southwest and its spectacular environment and many cultures and his connections with the Los Alamos community, which began during the time of the Manhattan Project, are qualities and experiences he shared with his family and friends and for which he will be long remembered. In July, his family and friends gathered at his childhood home in Santa Fe to celebrate his life. Kevin was preceded in death by his wife, M.G. He is survived by his daughters, Anne and Karen, both living in Colorado.

E&AA Life Member **Rev. Jacob Franklin "Frank" Mentzer, II**, 89, May 10, at home in Quincy, Pa.

Frank, the innovative former Catoctin Mountain Park superintendent, had multiple careers before and after his NPS stint and was a trailblazer in each. He served in the Pacific during WWII, attaining the rank of sergeant major. After the war, he became an advertising executive after using the GI Bill to get a degree from the Philadelphia Museum School of Art [now known as The University of the Arts]. He was a gifted artist and illustrator and as a sideline created *Family Camping Magazine*.

Frank's NPS career began in 1962 with a career-conditional appointment as a writer-editor in the Northeast Regional Office in Philadelphia. Later, he became special assistant to the regional director for public



FRANK MENTZER

affairs, Northeast Region, in 1963—the first to hold this newly created position. In 1968, he was appointed superintendent of a cluster of NPS units that included Catoctin Mountain Park, Greenbelt Park and Baltimore-Washington Parkway. In 1972, for his early work at Catoctin, Frank received the DOI Meritorious Service Award in recognition of his "significant contributions to the environmental programs of the Department of the Interior."

Among Frank's interpretative efforts was the creation of an operating whiskey still to illustrate the prohibition-era ways of life in the area. The story of the still was documented June 2, 2010 by Stephanie Mlot in the *Frederick News-Post*, which read in part: "Mentzer ... [breathed] life into what was once the Blue Blazes Whiskey Still in the Catoctin Mountains. 'It sounded like a crazy idea, making whiskey on government property,' said George Wireman, Mentzer's friend and official Thurmond historian. 'Such a project hardly seemed possible, but Frank was determined to see it through.'" Frank landed a spot on the TV show *To Tell the Truth* for his still, based on being the only man having permission to operate a whiskey-making still on government property.

Frank's final NPS assignment began in 1973 in the Southwest Region in Santa Fe, N.Mex., where he served as the associate regional director. He worked closely with Frank Kowski as head of cooperative activities, while also serving as the region's public affairs officer. There, he created a program called "Right Around Home" to encourage potential park visitors to explore parks close to home during the 1973 energy crisis. He retired from the NPS in 1982.

Frank began studying for the ministry while with the NPS in Santa Fe. After attending Wesley Theological Seminary in Washington, D.C., he was ordained as a deacon in the United Methodist Church in 1980. His first charge was a three-church circuit in Charlestown, W.Va. He was later pastor at Trinity United Methodist Church in Cumberland, Md. An avid writer, Frank continued to research and write on biblical interpretation, area history and genealogy long after retirement from the ministry.

Frank had been in failing health since the death of his wife, Virginia, on Feb. 1, 2010. His survivors include his son, Jacob Franklin Mentzer, III (wife, Debbie); daughter, Susanne Mentzer (husband, Edward M. Anderson); and grandson, Benjamin D. Landmesser. Contributions may be made to: Quincy Village Benevolent Care Fund, P.O. Box 128, Quincy, PA 17247 or The University of the Arts, 320 South Broad Street, Philadelphia, PA 19102. More information on Frank's life can be found, and online condolences may be expressed, at [bowersoxfuneralhomes.com](http://bowersoxfuneralhomes.com).

**Craig Morgan**, 61, March 16, due to an apparent heart attack.

Craig served with the U.S. Marine Corps in Vietnam and was awarded the Purple Heart for injuries sustained in combat. To finish out his military career, he entered the army, serving in the U.S. Army Special Forces, and was airborne rated and attained the rank of master sergeant.

After working at Dinosaur NM and Point Reyes NS, Craig joined Salinas Pueblo Missions NM two years ago and served as a park guide. Throughout his NPS career, he was known for arriving on duty early, staying late and showing up on lieu days, both unofficially and as

*continued on page 10*

# Requiescat in Pace

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a VIP with his wife, Alyce, who is a current VIP. Craig's interpretative talents brought many programs to life at Salinas Pueblo Missions. Perhaps his best accomplishment was his living history presentation of Major James Carlton, who led an expedition in 1853 to map the 17th-century missions that are now Salinas Pueblo Missions NM.

Craig was actively involved with park partners such as the New Mexico Flint Knappers, the Boy Scouts of America, Ameri-Corps, World Pulse, the U.S. Coast Guard, various tribal entities, dive rescue teams, hazmat teams and local emergency medical services. The entire team at Salinas Pueblo Missions will fondly remember and miss Craig, who was their friend and an inspiration to all of them. Alyce asks that donations in Craig's name be made to your favorite national park unit. Condolences can be sent to Alyce c/o Salinas Pueblo Missions NM, P.O. Box 517, Mountainair, NM 87036.

**Wallace Norman "Wally" Neprash**, 74, Jan. 11, at home in Dickinson, N.Dak.

Following four years in the U.S. Army, where he was stationed in Germany, Wally began his lifelong NPS career as a ranger (law enforcement). He was recognized for his service with honors and medals. He retired from the NPS in 1990.

Survivors include Wally's wife, Sandra; four children: Brian, Brenda, Pamela and Paul; brother, Donovan; and many nieces and nephews. Donations in his memory may be made to Heartland Hospice or to Home Care Services, c/o Saint Joseph's Hospital in Dickinson, N.Dak.

E&AA Life Member **J. Daniel "Dan" Nordgren**, 77, Feb. 17, peacefully, at home surrounded by his family.

Dan got his first job in the parks as a summer employee of the Yellowstone Park Company in 1953. From 1955 to 1958, he served with the U.S. Army and was stationed in Germany. Following his discharge from the army, he worked as a seasonal NPS employee at Olympic NP in 1959. He majored in civil engineering at the University of Minnesota and received his initial appointment as a full-time NPS civil engineer at Yosemite NP in 1960.

Dan then moved to Sequoia and Kings Canyon National Parks, where he served



**DAN NORDGREN**

until his transfer to Lassen Volcanic NP in 1963. In 1965, he became a supervisory civil engineer and moved to Hawai'i Volcanoes NP, where, among other things, he was in charge of building a new visitor center.

In 1969, Dan became the chief of maintenance for Yellowstone NP, where he oversaw the restoration of the Old Faithful Inn and was responsible for the installation of improved boardwalks around geysers and hot pools. Dan also suggested that energy conservation be designed into all construction jobs. Director George Hartzog awarded him a Superior Service Award for his work there.

In 1977, Dan transferred to Seattle as the chief of maintenance for the Pacific Northwest Region. He oversaw the conversion of all regional park facilities so they would be ADA (Americans with Disabilities Act) compliant. He retired in 1995 with 37 years of federal service.

Dan was known for his sense of humor and ability to keep events in perspective. Once, while serving as acting superintendent at Lassen Volcanic NP, he was advised that President Kennedy would be coming for an overnight visit. White House staff requested pictures of the president feeding the deer. Dan noted that the photos were submitted to the media without citing the president for the activity.

Another presidential moment came when President Gerald Ford was to give a speech at Yellowstone's Old Faithful Inn. Dan wanted to preclude any chance of

mishap at the newly erected speaker's stand, so he called park headquarters for some red tape to plainly mark the edges of the platform and steps. No red tape could be found in the entire park, and he directed that red spray paint be used to mark the edges instead. He later mused, "What other government agency could say they had no red tape?"

Throughout his career, Dan was responsible for many positive changes in the parks, not only enhancing the quality of visitor experience but also improving the quality of life for Park Service employees. His passion and pursuit of excellence were evident in both his work and pastimes. He was an Eagle Scout at 14, an advanced alpine ski instructor and later became a master gardener. He also volunteered for reading to youngsters in the public schools. Dan is survived by his wife, Bonny; daughter, Nancy (Bob); son, David; grandson, Danny; brother, David (Mary); and many nieces and nephews.

E&AA Life Member **Lynn Harrison Thompson, Jr.**, 84, June 13, in Marin County, Calif.

Lynn graduated from Yale University in 1950. His junior year was spent at the University of Paris (Sorbonne). He then served on active duty with the U.S. Navy during WWII from 1944 to 1946 aboard a destroyer in the Pacific.

Lynn was involved in businesses in San Francisco for a number of years before choosing the NPS as a career. He began his NPS career as a seasonal ranger at Yellowstone NP and received his permanent appointment as a park ranger in 1963. He served as a concessions analyst at NPS headquarters in Washington, D.C., (1967); superintendent of Haleakala NP (1969-1970); a legislative analyst in Washington, D.C., (1970-1971); and superintendent of Yosemite NP (1971-1974). In 1974, Lynn was appointed regional director of the Rocky Mountain Region. In 1978, he became superintendent of Golden Gate NRA, from where he retired in 1980.

Upon retiring from the NPS, Lynn took up residence in Marin County, Calif., and traveled extensively. He served as a member of the board of directors of the San Francisco Maritime Museum, the National Liberty Ship Memorial (SS *Jeremiah O'Brien*), the Fort Mason Foundation, Enterprise, Golden Gate Council of American Youth Hostels and the Terwilliger Nature Education Center. He is survived by his sister, Dorothy O'Brien; cousin, Jim Brown; aunt, Barbara Thompson; four nieces: Jane Medley, Susan Rowley, Ann Wilson and Kate Robertson; nephew, Dan O'Brien; and good friend, Kris Trexler.

**Rex Walker**, 58, May 20, after falling down a steep slope from Timpanogos Cave NM's main trail, while on duty.

Rex was a maintenance worker at Timpanogos Cave NM. "We worked with him every day, and we loved him. Our hearts are just broken over this," Supt. Denis Davis said. "Rex was the kind of employee you love: A great and congenial guy with a broad set of skills, here early and often working late. This is a tragedy we hope never to repeat."

Rex's family has deep ties to the monument. They operated the concession at the cave park from its earliest days until the 1950s. Rex's brother, Garry, told *The Salt Lake Tribune* that their grandfather operated the cave's original concessions stand, and their father used mules to haul soda pop up the trail. Rex is survived by his wife, Kathy, and four children.

## Benefactors

The following donations were received this quarter. Thank you for your support.

Joanne Beaulieu, Warren Bielenberg, Steven Cinnamon and Mary Ellen Rutter.

**In memory of Jack Linahan**  
William Acree, Marsha Boettcher, Dorothy Delicate, Virginia Fernbaugh, Frances Galati, Karen Gerstner, Allen Hill, Jerrilee Hoefl, Charlene Hotchkiss, Hai-Chi Lee, Joanne Mason, Lester McClanahan, Marianne Miller, Mark Morrissey, Gladys Reed, Stacy Reynolds, Temple Reynolds, Alfred Suarez, Teresa Ta, Marjorie Tennyson and Norma Young.

**In memory of Robert Shelley**  
Erik Hendrickson

**In memory of Phil Stewart**  
Jim and Pat Owen

**In memory of Russ Dickenson, Jack Fish and Robert Shelley**  
Ronald Wrye

**Silent Auction**  
Superintendents Conference - Atlanta

**Dick S. Young**, 74, March 24, in Asheville, N.C., with his beloved wife and family by his side.

Dick was a ranger's ranger who had 41 years of federal service at parks including Everglades NP, Blue Ridge Parkway and Colonial NHP. His last assignment was as the first NPS special park uses program manager in WASO. In this position, he "wrote the book" on special park uses. Ironically, Dick's death occurred as three of the special park uses instructors he had trained were training a group of a dozen new instructors to carry on the work he so ably started over 20 years ago.

Those who had the opportunity to travel and teach with Dick learned everything there was to know about special park uses and were regaled with stories of his life, which ranged from his growing up in Miami to his time in the U.S. Air Force on ski patrol in Germany and the hilarious stories of his time as an NPS defensive driving instructor. Dick knew the ins and outs of special park uses because he worked the events—from the day-to-day to the big events such as the centennial at Yellowstone NP and the bicentennial at Yorktown. In the classroom, he was legendary for giving the "Washington perspective." Yet, as much as Dick loved to travel and to teach, he had no regrets when he hung up his hat in 2001 and moved to the mountains of western North Carolina.

Dick is survived by his wife of 46 years, Grace; daughter, Heidi; two sons: David and Jonathon; and five grandchildren. Condolences can be mailed to: Grace Young, 2070 Pine Cover Road, Old Fort, NC 28762. ■

# Off the Press

## Ranger Up!

### True Stories of National Park Service Protection Rangers

By Richard E. "Rick" Brown

AuthorHouse, 2010

ISBN 9781449017781

216 pp; \$16.99 for paperback (\$12.70 at AuthorHouse); The eBook version is also available, only at AuthorHouse, for \$4.95.

*Ranger Up!* is a collection of true short stories of NPS protection rangers. These rangers are responsible for the emergency services in national parks, including law enforcement, search and rescue, emergency medical services, incident management and wildland and structural firefighting.

Author Rick Brown served for 30 years as a protection ranger, retiring from the NPS in 2007 from Great Smoky Mountains NP as assistant chief ranger. His collection of true short stories includes



high-adventure incidents from all of the major disciplines of protection rangers, while providing the reader with advice on how to stay safe when visiting national parks.

*Ranger Up!* is available at bookstores (including national park bookstores); at [www.authorhouse.com/bookstore](http://www.authorhouse.com/bookstore); [www.barnesandnoble.com](http://www.barnesandnoble.com) or [www.amazon.com](http://www.amazon.com); or call AuthorHouse at (888) 519-5121. ■

## E&AA welcomes the following new members:

Keith Dunbar, Sarah Heald, Larry Lapinski, Kevin McMurry and James Sherald.

# New Places & Faces

**Paula Aldrich**, to project specialist, Design and Construction Western Division, Denver Service Center.

**Ruben Andrade**, from interpretation operations supervisor, Carlsbad Caverns NP, to superintendent, Minuteman Missile NHS.

**Stan Austin**, from superintendent, Glen Canyon NRA, to superintendent, Cuyahoga Valley NP.

**Sara Bartels**, from protection ranger, Pinnacles NM, to protection ranger, Lake Roosevelt NRA.

**David Benton**, to maintenance mechanic/utility systems, Carlsbad Caverns NP.

**Kathy Billings**, from superintendent, Pecos NHP, to superintendent, Kaloko-Honokohau NHP and Pu'uho'ua o Honau'au NHP.

**Joseph Bradley**, to maintenance mechanic/heavy equipment operator, Carlsbad Caverns NP.

**Terry E. Brown**, from supervisory park ranger, National Mall and Memorial Parks, to site manager, Boston African American NHS.

**Eric J. Brunnemann**, from superintendent, Pinnacles NM, to superintendent, Badlands NP.

**Ana Castillo**, from visitor use assistant, to facilities management system support clerk, Carlsbad Caverns NP.

**Claudia Castillo**, to park guide, Carlsbad Caverns NP.

**Tim Clark**, to marine ecologist, National Park of American Samoa.

**Charles Cuvelier**, from deputy chief ranger, to chief ranger, Yosemite NP.



**KEVIN DOWELL**

**Kevin Dowell**, from trail crew supervisor, Grand Canyon NP, to trails foreman, Rocky Mountain NP.

**Jeri Forsha**, from remit fee clerk, Lake Mead NRA, to administrative support assistant, Carlsbad Caverns NP.

**Harold Geissler**, from visitor use assistant, Gateway NRA, to dispatcher, Division of Protection, Statue of Liberty NM.

**Noemi "Ami" Ghazala**, from education coordinator, Jean Lafitte NHP & PRES, to chief of interpretation, Dayton Aviation Heritage NHP.

**Mark Gorman**, from chief ranger, Bad-

lands NP, to structural fire operations officer, Division of Fire and Aviation Management, National Interagency Fire Center.

**Jeanne Hall**, to park ranger (law enforcement), Carlsbad Caverns NP.

**Richard Harris**, to contracting officer, Contracting Services Division, Denver Service Center.

**Greg Helmstrom**, to elevator operator/custodian, Carlsbad Caverns NP.

**Cheryl M. Brown Henderson**, to superintendent, Brown v. Board of Education NHS.

**Brett Hergert**, from protection and fees operations supervisor, Pinnacles NM, to supervisory protection ranger, Grand Canyon NP.

**Mike Hoy**, from visitor use assistant, to senior visitor use assistant, Shenandoah NP.

**Kyle Hudick**, from park guide, Carlsbad Caverns NP, to park ranger (law enforcement), Indiana Dunes NL.

**Lawrence E. "Larry" Johnson**, from chief park ranger, Sleeping Bear Dunes NL, to superintendent, Jewel Cave NM.

**Michael Larson**, from branch chief of interpretive planning and media development, Hawai'i Volcanoes NP, to chief of interpretation, National Park of American Samoa.



**CHRISTINE S. LEHNERTZ**

**Christine S. Lehnertz**, from acting associate director for cultural resources, WASO, to regional director, Pacific West Region. Prior to her acting assignment, Christine served as deputy superintendent of Yellowstone NP.

**Peter Lindstrom**, from geographic information system (GIS) specialist, Carlsbad Caverns NP, to GIS specialist, Sequoia and Kings Canyon National Parks.

**Mike Litterst**, from public affairs officer, Colonial NHP, to chief of interpretation and cultural resource management, Richmond NBP and Maggie L. Walker NHS.

**Amy Maslak**, from administrative support assistant, Design and Construction Division, Denver Service Center (DSC), to administrative support assistant, Planning Division, DSC.

**Brian Keith McCutchen**, from superintendent, Knife River Indian Villages NHS, to superintendent, George Rogers Clark NHP.



**DAVA DAVY MCGAHEE**

**Dava Davy McGahee**, from park ranger, San Antonio Missions NHP, to cultural resources program manager, Capitol Reef NP.

**Rory McGinn**, to dispatcher, Division of Protection, Statue of Liberty NM.

**Shawn McNally**, from park ranger (protection), to supervisory park ranger, Glen Canyon NRA.

**Steven N. Mietz**, from deputy chief of science and resource management, Grand Canyon NP, to superintendent, Missouri NRR.

**Kean Mihata**, from park ranger (protection), to emergency services manager, Glen Canyon NRA.

**Christy Moerbe**, to park guide, Carlsbad Caverns NP.

**David H. Moore**, from business manager, Valley Forge NHP, to associate regional director for administration, Northeast Region.

**Nicholas Myers**, to park guide, Carlsbad Caverns NP.

**James Perry**, from site manager and museum curator for the Jamestown unit, to public affairs officer, Colonial NHP.

**Dale K. Phillips**, from superintendent, George Rogers Clark NHP, to superintendent, Lincoln Home NHS.

**Cindy Purcell**, from East District ranger, Rocky Mountain NP, to chief park ranger, Zion NP.

**Dennis Quinn**, to American Recovery and Reinvestment Act project specialist, Division of Facility Management, National Mall and Memorial Parks.

**John Reeves**, from park guide, Carlsbad Caverns NP, to park guide, Point Reyes NS.

**Alex Romero**, from deputy superintendent, to superintendent, National Capital Parks-East.

**Elizabeth "Beth" Ruschau**, from park guide, Carlsbad Caverns NP, to park ranger (interpretation), Clara Barton NHS.

**Cheryl A. Schreier**, from superintendent, Herbert Hoover NHS, to superintendent, Mount Rushmore N MEM.

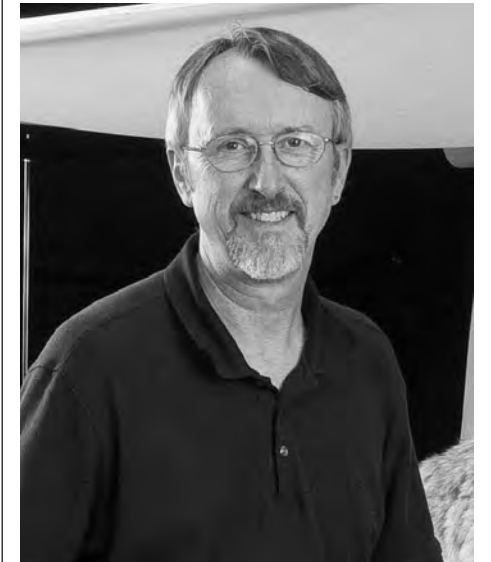
**Joni Seay**, from secretary, to program assistant, Glen Canyon NRA.

**Diane Shotts**, to office support/dispatcher, Carlsbad Caverns NP.

**Leigh Stansfield**, from visitor use assistant, to senior visitor use assistant, Shenandoah NP.

**Jacquelin St. Clair**, from archeologist, Grand Teton NP, to archeologist, Inter-

mountain Region Archeology Program, Santa Fe, N.Mex.



**GARY TARLETON**

**Gary Tarleton**, to NPS photographer, Museum Conservation Services, Harpers Ferry Center.

**Sandy Taylor**, from program manager for supervision, management and leadership, WASO, to superintendent, Tuskegee Institute NHS. Sandy will also supervise Tuskegee Airmen NHS and Selma to Montgomery NHT.

**Stephanie Smith Toothman**, Ph.D., from chief of cultural resource park and partnership programs, Pacific West Region, to associate director for cultural resources, WASO.

**Abe Turany**, to elevator operator/custodian, Carlsbad Caverns NP.

**Andrew Veech**, from cultural resource specialist, Lewis and Clark NHT, to archeologist, Intermountain Region Archeology Program, Santa Fe, N.Mex.

**Kevin Waldron**, to American Recovery and Reinvestment Act project specialist, Division of Facility Management, National Mall and Memorial Parks.

**Jason Walls**, to physical science technician, Carlsbad Caverns NP.



**JOHN A. WESSELS**

**John A. Wessels**, from associate director for administration, business and technology, Intermountain Region (IMR), to regional director, IMR.

**Steven Williams**, from assistant chief ranger, to chief ranger, Colonial NHP.

**Steff Willmon**, from park guide, to office support/dispatcher, Carlsbad Caverns NP.

**Tammy Wright**, to park guide, Carlsbad Caverns NP. ■

# E&AA—for All of Us

National Park Service employees and retirees are bound by common values and a sense of working together towards them. Still a world leader, the NPS and the values it represents remain as important today as ever. For those of us who have worked or still do work for this great agency, the pride we share is an important part of the NPS culture.

One element essential for maintaining a sense of family is communication—especially across generations. An important factor in providing communication among current and former NPS employees has been the Employees and Alumni Association of the National Park Service (E&AA).

The E&AA's role is one of fostering and maintaining the wonderful sense and tradition of the NPS being a unique family. And we do that through our highly successful George B. Hartzog, Jr. Educational Loan Program and the NPS Employees and Alumni Trust Fund for Disaster Relief. We are continually looking at ways to build and strengthen these programs and find other means to keep the tradition of the NPS family alive in this fast-paced world in which we all live and work.

If you are not already a member, please consider joining the association. Members continue receiving the *Arrowhead* newsletter following retirement and regular membership directory updates.

Please join us, and continue to be part of the bright future of the NPS through your membership in the E&AA. Anyone who has thoughts and suggestions to share can email Dan Brown (danlin49@charter.net) or Mike Soukup (twinscreek@kballero.com).

**Online auction of unique experiences and gift items**—The Association of Partners for Public Lands is holding an online auction to promote the quality interpretive programs and products of their member organizations and the incredible diversity of the parks and public lands they serve. Visit the auction at [www.biddingforgood.com/appl](http://www.biddingforgood.com/appl). The auction is open until Oct. 23, 2010.

## E&AA Membership Application

Please print or type. Submit form to: Bonnie Stetson, E&AA Membership, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034. Welcome!

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home phone: \_\_\_\_\_

Years with NPS: \_\_\_\_\_ Year retired (if applicable): \_\_\_\_\_

I would like to become a(n): (check your choice)

### Annual NPS Member:

Single \$30 \_\_\_\_\_ with Spouse \$50 \_\_\_\_\_

### Life NPS Member:

Single \$350 \_\_\_\_\_ with Spouse \$500 \_\_\_\_\_

**Volunteer Member:** Annual \$35 \_\_\_\_\_

(an individual who has served at least 500 hours with the NPS)

### Associate Individual Member:

Annual \$40 \_\_\_\_\_ Life \$400 \_\_\_\_\_

(individuals interested in advancing the mission of E&AA)

**Associate Corporate Member:** Annual \$500 \_\_\_\_\_

(not-for-profit and for-profit organizations)

## Contribution to the E&AA Trust Fund

The E&AA Trust Fund is supported only by your generous contributions. Use this form to make a tax-deductible contribution to the E&AA Trust Fund. Donations may also be made to E&AA, a 501(c)(4) organization. These gifts are not tax deductible. Send completed form to Bonnie Stetson, E&AA Membership, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034.

Name: \_\_\_\_\_

Enclosed is a check for: \$ \_\_\_\_\_. I would like the donation to support: (circle one or indicate an amount for each).

E&AA Trust Fund (tax deductible) \_\_\_\_\_

E&AA \_\_\_\_\_

## Contribute to the *Arrowhead*

Submit information, stories and photos to E&AA *Arrowhead*, 470 Maryland Drive, Suite 1, Fort Washington, PA 19034. Information can also be faxed to (215) 283-6925 or emailed to [jennifer.allen@eandaa.org](mailto:jennifer.allen@eandaa.org). Photographs are welcomed. Please identify who is in the photo, who took the photo and include a SASE if you would like the photo returned. Please include a summary of the event at which the photo was taken, news release or other important information. We will use as many submissions as possible on a space-available basis. Time-sensitive materials and those received first will receive priority. We may hold submissions for use in a later issue.

Visit [www.eandaa.org](http://www.eandaa.org) for submission deadlines. Please contact Jennifer Allen with any questions about submissions at (215) 283-6900, ext. 136.

**Thank you** to the following newsletter contributors: Lindy Allen, Joan Anzelmo, Iliana Arbogast, David Barna, Paula Bauer, Karen Beck-Herzog, Dawn Bosh, Jim Bradford, Dan Brown, Paula Brown, Rick Brown, Vickie Carson, Roger Clevin, Kayci Cook Collins, James Dempsey, Bob DeRemer, Lee Dickinson, Constantine Dillon, Mary Pat Doorley, Reva Edwards, Bob Ferguson, Magaly Green, Gary Gurtler, Brett Hergert, Beth Johnson, Rick Kendall, Todd Koenings, Mardie Lane, Michael Larson, Eric Leonard, Rick Lewis, Bill Line, Phil Lupsiewicz, Amy Matthews, Anne McKibbin, Karen McKibbin, Susanne Mentzer, Lindy Mihata, Ben Moffett, Duncan Morrow, Jennifer Mummart, Nancy Nordgren, Dan O'Brien, Jeanette Organ, Franco Paolino, Norma M. Pineda, Gwen Pollock, David Ranck, Samantha Richardson, Lori Rome, Patty Rooney, Debee Schwarz, Mallory Smith, Stuart Snyder, Lynette Sprague-Falk, Mary Techau, Patricia Turley, Russ Whitlock, Vickie Wolfe and Kathy Ziegenfus.

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**Arrowhead**  
The Newsletter of the Employees & Alumni  
Association of the National Park Service

470 Maryland Drive, Suite 1, Fort Washington, PA 19034



**THE WORKPLACE ENRICHMENT PROGRAM** has been launched with the assistance of the National Parks Conservation Association's Center for Park Management. A Workplace Enrichment Committee has been formed to provide input and direction for the effort. The committee is shown above at a workshop in New Orleans that was held in March. See page eight for more information about this program.

**E&AA Members: Please notify the E&AA of address changes.**

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