

Courier

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Director welcomes new and former NPS people

By Grant W. Midgley
Office of Public Affairs, WASO

In accordance with an order of Interior Secretary James Watt, the National Park Service (NPS) absorbed most of the functions of the Heritage Conservation and Recreation Service (HCRS) on May 31.

Secretary Watt's action returns to the Park Service several programs related to protection of historic and natural resources that lie outside the National Park System, and adds to the responsibilities of NPS recreation planning and coordination activities that the Park Service never before has had.

"The principal responsibility of the National Park Service has been—and will remain—administration of the National Park System," Director Russ Dickenson said in commenting on the agency merger.

"Beyond that, we are assuming vitally important activities related to outdoor recreation planning, and preservation of valuable natural and historical sites. In this work, we encourage and assist State and local governments, and individuals," he said.

"In 1978, NPS was assigned responsibility for planning of national trails and wild and scenic rivers, and this will remain an NPS function," the Director added.

The Heritage Conservation and Recreation Service was formed in January 1978 under an order signed by Secretary Andrus. It removed from the Park Service the program of archeology and historic preservation external to the Park System and the natural landmarks program. Combined with the Bureau of Outdoor Recreation (BOR), these made up HCRS.

The BOR was created in 1962 to coordinate Federal recreation planning and to develop a program to provide funding assistance to States in acquiring outdoor recreation lands, and to Federal agencies in acquiring land for national reserves. (BOR absorbed from Park Service functions of the assistant directorate for Recreation Resource Planning and branches of Recreation



Main Interior Building, Washington, D.C.

Surveys and State Cooperation.) The OAHP and natural landmark programs had developed in Park Service over the years. A major portion of the OAHP work is providing Federal assistance to States and localities for the preservation of historically important sites, objects, structures and districts. Basic to it are the National Register of Historic Places and State historic preservation plans. The office also oversees the protection and recovery of the Nation's archeological resources, and records noteworthy architectural and engineering structures.

The current consolidation of NPS and

HCRS is bringing about a number of other changes of interest.

One important former function of HCRS—planning and administration of the Federal acquisition portion of the Land and Water Conservation Fund—will not go to the Park Service. That has been assigned to the Assistant Secretary for Fish and Wildlife and Parks. But the Park Service is responsible for the State portion.

Returning to the Park Service is the Park Practice Program, the issuance of three periodicals that serve park and

Continued next page.

recreation professionals at all levels of government, and are published in cooperation with the National Recreation and Park Association.

Secretary Watt's order terminated three HCRS functions: Federal Interagency Coordination; Water Resources; and Policy, Planning and Evaluation for Cultural Programs. The order said these are "unnecessary or duplicative, repetitious or parallel of those being performed elsewhere within the Department."

To execute the assigned HCRS programs, the Park Service is adding to its organization two associate directorships, bringing the number to five. New positions are for Recreation Resources and Archeology and Historic Preservation, and the holdovers are for Management and Operations; Science and Technology; and Administration.

Consolidation of regional offices poses few difficult problems because all but two of the HCRS offices are located in the same cities as those of the Park Service. In the Southwest, Albuquerque and Santa Fe are close enough to make that combination relatively simple, and for the timebeing, the Ann Arbor HCRS office will serve as an NPS Great Lakes Area Office.

Director Dickenson expressed Park Service greetings to the new staffers, saying:

"In assuming these major added responsibilities, the Park Service is fortunate to acquire also a group of highly professional planners and administrators to conduct them. To those who previously worked for NPS, we say 'welcome back,' and to those who have not, we say 'welcome aboard.' Discharging our responsibilities with the

resources available today will be indeed a challenging task, and we need the help of every talented, willing employee."

Former HCRS employees wishing more detailed information on the Park Service and Park System should start with two brochures—"Guide and Map," a map of the National Park System and a chart of facilities and activities available in most of the areas, and "Parks for America," a general folder on the parks. Park Service employees wishing information on the HCRS program should obtain the booklet "All About HCRS." These publications may be obtained from the NPS Public Inquiries Office, Room 1013 in the Main Interior Building, or by writing to: Office of Public Inquiries, National Park Service, U.S. Department of the Interior, Washington, D.C. 20240.

Offices and functions of the National Park Service

Director

EEO Officer

Deputy Director

Office of Management Policy

Office of Public Affairs

Office of Park Planning and

Environmental Quality

Environmental Compliance

Denver Service Center

Harpers Ferry Center

Office of Legislation

Legislative Division

Congressional Liaison

Associate Director, Administration

Budget

Management Consulting

Personnel Management

Training

Finance

Contracting and General Services

Data Systems

Associate Director, Science and Technology

Air Quality

Energy Conservation and

Technology Transfer

Natural Science

Natural Landmarks

Water Resources

Special Science Projects

Associate Director, Management and Operations

Assistant Director, Park

Use and Operations

Special Programs and Populations

Interpretation and Visitor Services

Ranger Activities and Protection

Natural Resources Management

Assistant Director, Cultural Resources Management

History

Historic Architecture

Anthropology

Curatorial Services

Assistant Director, Park Facilities Support

Safety Management Division

Land Resources Division

Youth Activities Division

Maintenance Division

Concessions Management Division

Associate Director, Archeology and Historic Preservation

National Register

State Plans and Grants

Interagency Archeological

Services

National Architectural and

Engineering Record

Technical Preservation

Services

Associate Director, Recreation Resources

Recreation Resources

Development

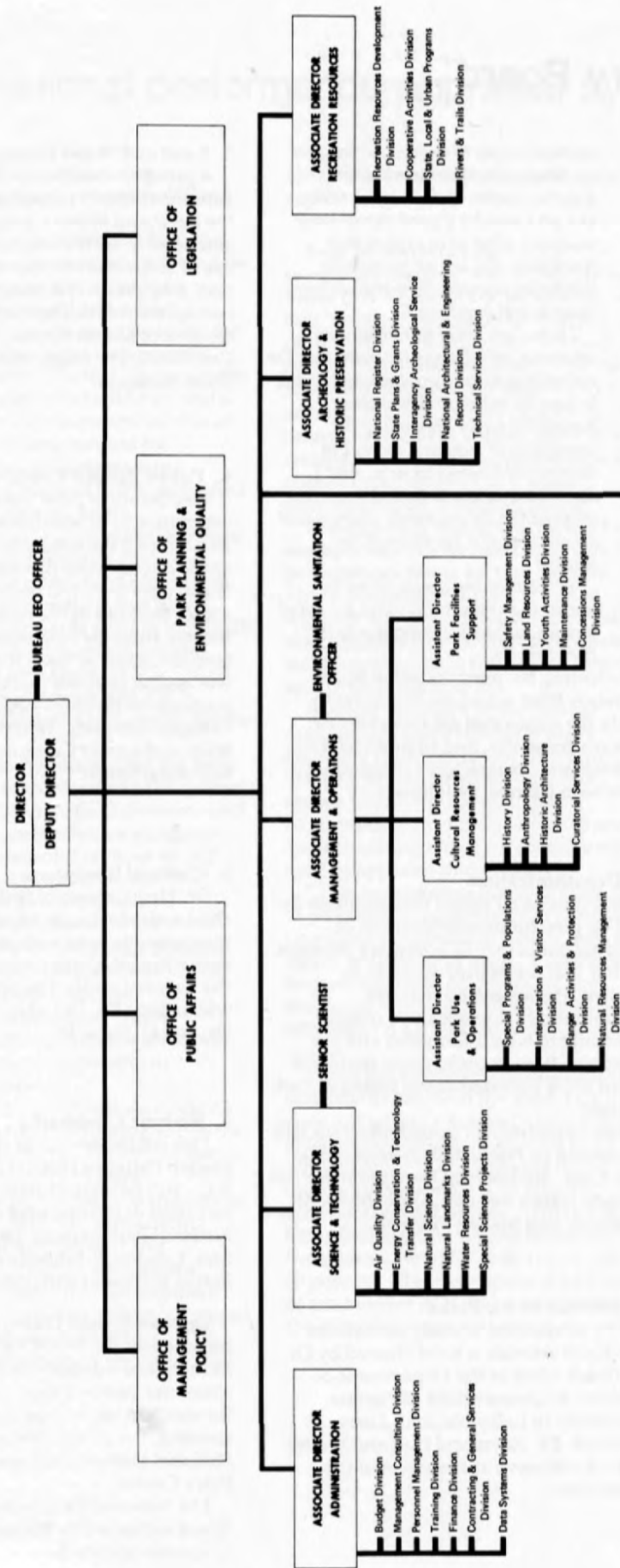
Cooperative Activities

State, Local and Urban

Programs

Rivers and Trails

NATIONAL PARK SERVICE



ARO PNWRO WRO SWRO RMRO MWRO SERO NCE MARO NARO

PACIFIC AREA DIRECTOR

GREAT LAKES AREA

Watt addresses Advisory Board

By Priscilla R. Baker
Chief, Office of Public Affairs, WASO

In remarks to members of the National Park System Advisory Board who met in Washington, D.C., from April 6 through 8, Secretary of the Interior James Watt indicated that he has "... been willing to allow the questions (about the National Park System) to be asked that I think need to be asked; we need to come up with some answers."

"If there was ever a time when we needed to evaluate the resource base of America and preserve that which needs to be preserved and utilize that which needs to be utilized for mankind—living and yet unborn—it is now," Watt added.

The Secretary said that we added areas to the National Park System at such a rate in recent years that "We are not taking care of what we have. . . . There's deterioration and degradation of our Park System." The Secretary went on to declare that "... we must stop the acquisition of additional land until we become truly good stewards of what we have."

With respect to the role of the National Park Service in urban areas, Secretary Watt said:

I have dared to ask questions about the role of the Park Service in providing urban recreation opportunities. And, if you limit your reading to the New York Times, you'll think that that is the biggest mistake that could be made. But, I'm willing to ask this group, and I hope we can get some answers.

My present posture, until I'm convinced to the contrary, would be that we not add to the System additional parks that provide only urban recreation opportunities. In the Nixon years, we put together the two "Gateways" and that was supposed to be it. I remember the testimony before Senator Bible's committee and Congressman Taylor's committee to the effect that these were to be an experiment.

We don't have any agenda for terminating a "Gateway" or any other park, and yet, as I see . . . (National Park Service) people picking up the trash, taking care of the kids on the swing sets, on the teeter totters, handling the urban drug and traffic problems, I wonder if we are doing right with our limited financial resources.

On the subject of deauthorization of existing areas, the Secretary said:

I would assume that it would be

political heresy to suggest, at least for me to suggest, that there be the deauthorization of a . . . park entity; and yet I wonder if good stewardship wouldn't allow us to explore that possibility. Or, are we going to be blinded by emotionalism and not face those honest questions? . . .

I hope I am never intimidated by emotional outbursts to the point that I'm not willing to ask a question and be able to hear the response. I hear those monolithic views demanding the acquisition of more and more. I'm desperately looking for help. And I don't know where to turn. I'm surprised at the emotional charges that are directed at a Secretary of the Interior . . .

We cannot any longer afford to overinclude those things that are not of unique, national significance to the Park Service.

Following his remarks to the Board, Secretary Watt asked the members to study the issues that are especially of concern presently, and to provide him with advice. Six task force committees have been formed, as follows:

1. Deauthorization

Secretary Watt stated that although he had no plan for deauthorization of national park areas or boundary changes, he felt that the matter ought to be studied. He suggested that this committee develop objective criteria according to which Congress and the Executive Branch could make decisions about areas included in the National Park System.

The committee on deauthorization will be chaired by Nathaniel Owings of Big Sur, Calif. Members of the committee will include Nancy Rennel, Anne (Morton) Kimberly and Marian Heiskell.

2. Animals in the Parks

This committee to study non-native species of animals is to be chaired by Dr. Durward Allen of the Department of Forestry & Conservation of Purdue University in Lafayette, Ind. Larry Erickson, Dr. Raymond Hall and Walter Schirra will serve as members of the committee.

3. Land and Water Conservation Fund

A group of members will study the Administration's recommendation that the Land and Water Conservation Act be amended in such a way as to permit the use of some money from the fund for park restoration and maintenance. The committee will be chaired by Dr. Kathy Abrams of Miami Shores, Fla., assisted by Carl Burke, Dr. Edgar Wayburn and Frank Masland.

4. Public Benefit Cooperation

Fred Smith of New York will chair a committee to determine whether to recommend the establishment of a quasi-public/quasi-private corporation that would own and operate certain visitor facilities in the national parks. Income from the operations of those facilities could be used for maintenance of any and all facilities managed by the corporation on an as-needed basis. Dr. Douglas Schwartz, former Senator Alan Bible and former Congressman E. Y. Berry will assist Smith.

5. Cultural Resources

Dr. Ned Danson of Sedona, Ariz., will chair a committee to develop recommendations with respect to the management of cultural resources within the national parks. His committee also will include Dr. Douglas Anderson and Dr. Asa C. Sims, Jr.

6. Historic Landmarks

This committee, to be chaired by Linden Pettys of Hilton Head Island, S.C., will develop criteria for the inclusion of historic sites within the National Park System. Dr. J. O. Brew, Mrs. Lyndon B. Johnson and Lindsay Pettus will assist with this work.

Director Russell Dickenson and members of the WASO senior staff brought the Advisory Board up-to-date about the status of the work of the Service. On the second day of the Board meeting, the group visited Harpers Ferry National Historic Park and the Harpers Ferry Center.

The National Park System Advisory Board is chaired by William B. Wiener, a Louisiana architect.

New seasonal performance appraisal system unveiled

By Richard G. Cripe
Personnel Staffing Specialist, WASO

Beginning this summer, the National Park Service will be using an entirely new system for evaluating seasonals for performance appraisal and rehire purposes. The system, developed by the Branch of Employee Evaluation and Staffing in WASO, is called a Behaviorally Anchored Rating System (BARS), and is designed to provide supervisors with an objective, job-related method for appraising seasonal performance.

Mary Jackson, chief of BEES, explained that the BARS format closely approximates the system of performance elements and performance standards used to appraise permanent employees. "The primary difference is that all elements and standards used in the BARS system are standardized and printed directly on the new Form 10-153." In all, 40 performance elements and 120 performance standards will appear on the 8-page form.

Jackson cautions supervisors not to be overwhelmed with the size of the revised Form 10-153. "Although 40 elements and accompanying performance standards appear, only a handful of those 40 will actually be used to appraise the performance of any one employee."

Jackson explains that many of the 40 elements are geared to specific seasonal positions such as interpretation, visitor and resources protection and maintenance. Supervisors will be instructed to choose from the list those elements which are applicable to individual employees.

Revised Form 10-153 will also utilize a new approach for determining summary performance rating. Each element that appears on the form will have accompanying performance standards or "benchmarks" set at the outstanding (level 5) satisfactory (level 3) and unsatisfactory (level 1) performance levels. Jackson notes that performance against any one element will be appraised on a 5-point inclusive rating scale. (See example I.) The summary rating itself is

also based on a similar 5-point rating scale.

Each performance element will be assigned a numeric "Factor Weighting Value (FWV)" from 1-5. Jackson explains that "while all elements used to appraise performance are important, it stands to reason that some elements should be weighted more heavily than others when arriving at the summary performance rating. An element with an FWV of 5 will receive five-times the consideration of an element with an FWV of 1 when determining the summary rating."

The summary rating is achieved by multiplying each element's FWV by the performance rating for that element. These ensuing products are added together with the sum divided by the total of all FWV's. The resulting quotient is then converted to the 5-point summary rating. (See example II.)

Another hallmark of the revised seasonal appraisal system is the new eligibility requirement for receiving "Highly Recommended for Rehire" status. Under the old eligibility requirement, an employee had to receive an outstanding rating on every factor used to appraise performance.

"This requirement placed a great deal of pressure on supervisors to appraise employee performance higher than it might actually have been." Under the revised eligibility requirement any employee whose quotient point value falls between 4.0 and 5.0 will receive HRR status.

While the eligibility requirement for HRR status has been lowered, Jackson does not expect a marked increase in the total number of seasonals who receive HRR status, nor any increase in the number of seasonals who actually exercise the HRR option. "There has historically been a natural turnover rate in the seasonal workforce of approximately 30 percent. This has occurred regardless of the number of HRR awards granted, the size of the seasonal workforce or the

restrictions placed on HRR eligibility. We do not expect HRR award percentages to increase. We do expect, however, that HRR recipients will receive appraisal ratings which more accurately reflect their actual performance achievements."

Jackson cautions supervisors that the new eligibility requirement is being implemented on a trial basis. "We are going to closely monitor the turnover rates and new hire figures which result from this revised eligibility requirement. We will continue using the new eligibility requirement so long as the workforce turnover rate is favorable. If, however, the percentage of new hires drops below 30 percent Servicewide, the Service should expect additional restrictions being placed on HRR eligibility in FY-82."

Jackson believes that the greatest asset of the new seasonal performance appraisal system is the fact that it was developed entirely from Field input. All totaled, "We received input on this project from well over 100 Field supervisors and managers. The benchmarks used on the form are written in the words of these supervisors; the elements used to appraise performance came directly from the Field; the idea of the BARS rating format came from a seasonal employee, and the revised HRR eligibility requirement was the direct result of Field initiative." Jackson feels that this is truly the Field's appraisal system and is a classic example of the "fine achievements that can result when WASO and the Field work together to solve Service problems."

Jackson feels that special recognition is due Dr. William O. Dwyer, seasonal ranger at Acadia National Park, Maine, who first suggested the concept of a Behaviorally Anchored Rating System, the Association of National Park Rangers, who supported and advocated Dwyer's concept, and to Al Veitl, Corky Mayo, Heather Huyck and Pat Crosland, who collectively put in over 350 hours reviewing Field input, finalizing elements and benchmarks and developing Form 10-153.

Continued next page.

Example I

(5) Frequently initiates activities or projects generally considered to be beyond normal scope of responsibilities. These activities or projects are undertaken and completed in a thorough, expeditious manner without detracting from normal responsibilities.	(4)	(3) Accepts and carries out all duties and assignments given regardless of level of boredom, pleasantness or mentally/physically taxing nature.	(2)	(1) Level of responsibility undertaken is frequently less than normally expected from position description. Prefers to let others perform the duties and assignments which are unpleasant, boring or mentally/physically taxing.
(5) Maintains constant and careful observation over natural and cultural resources in order to identify present threats and correct inconsistent activities. Within scope of authority, continuously takes the appropriate and correct action to mitigate threats or inconsistent activities, or where immediate correction is not possible or appropriate, informs appropriate officials of the problem in a prompt manner.	(4)	(3) Usually observant of threats of inconsistent activities to resources. Threats or inconsistent activities seldom go unnoticed or unreported. Frequently takes action to correct problems identified which are within scope of authority. Where immediate correction is not possible or appropriate, generally informs appropriate officials.	(2)	(1) Threats or inconsistent activities go unnoticed, are not properly and promptly reported, or the action taken is frequently incorrect, inappropriate or beyond scope of authority.
(5) Consistently deals effectively with park visitors and neighbors experiencing or expressing unusual, unique or special problems and attitudes. Consistently able to alleviate visitor problems or diffuse difficult attitudes.	(4)	(3) Contacts with visitors and neighbors are consistently respectful, courteous and friendly, causing visitors to feel welcome, at ease, and at home in the park. Treats all visitors with equal respect. Deals with conflict and controversy in a cool, logical manner.	(2)	(1) Contacts with visitors or neighbors are frequently rude, argumentative, abusive or overreactionary, with negative results. Frequently, short tempered, or at best, inconsistent with certain visitor or neighbor types. Does not deal with controversy in a cool, logical manner.
(5) Provides accurate indepth information to visitors beyond that normally required to address most visitor's questions.	(4)	(3) Continuously provides accurate information to visitors. Fabrication of fact never enters into discussions with visitors. A polite "I don't know" is used in response to questions that cannot be answered.	(2)	(1) Frequently gives out inaccurate, misleading or out-of-date information. Fails to distinguish between fact and fiction in discussions with visitors.

Example II

Examples: Say a seasonal is appraised on six performance elements with associated FWV's and receives the following element ratings:

The formula used to determine a summary performance rating is:

$$SR = \frac{\Sigma(FWV \times ER)}{\Sigma(FWV)}$$

Where:

SR = Summary Rating
 Σ = The Summation of All
 FWV = Factor Weighting Values
 ER = Element Ratings

Element Number	Element Rating	FWV	FWV × ER
7	4	5	20
12	4	2	8
17	5	4	20
23	3	3	9
31	4	4	16
34	3	1	3
		<u>19</u>	<u>76</u>
SR = $\frac{\Sigma(FWV \times ER)}{\Sigma(FWV)}$			
			76
SR = $\frac{76}{19}$			
SR = 4.0			

The employee in this example would receive a "Highly Recommended for Rehire."

On becoming a permanent ranger

By Nancy C. Garrett
Associate Director, Administration

A frequent question asked of the Branch of Employee Evaluation and Staffing is why the top performers in the seasonal "ranger" ranks are not considered for placement in permanent park ranger vacancies. The question was also the issue of a recent editorial in the "Backpacker."

The answer is that seasonal park rangers and technicians are considered for permanent placement when they meet civil service requirements and opportunities are available. Seasonal employees serve in limited appointments under Schedule A, which is in the *excepted* service. Employment in *excepted* service does not provide eligibility for placement in the *competitive* service. Permanent park ranger positions in the Federal Government are in the *competitive* service

and eligibility to compete for them can be gained by any of the following:

(1) a qualified person currently serving in a career or career-conditional appointment in the competitive civil service who meets all requirements for reassignment, transfer, or promotion to the position being filled;

(2) a qualified person who previously held a career or career-conditional appointment in the competitive civil service and has current reinstatement eligibility;

(3) a qualified employee who was appointed under one of the special programs (such as the Veterans Readjustment, the Employment of the Handicapped, or the Cooperative Education Program) and has met all requirements for conversion to the position, or

(4) a qualified person who has passed the appropriate civil service examination (the Professional and Administrative Career Examination (PACE) is appropriate for GS-5 and 7), has been

certified to the appointing office for consideration, and is within reach for selection.

Seasonal employees who meet eligibility requirements under (2) or (4) above may be considered for park ranger positions for which they are qualified. Credit for top performance and depth of experience related to the job requirements of the specific vacancy determine whether candidates are referred to the selecting official.

The selecting official has the right to decide which source(s) to use to best accomplish the Service's mission objectives and affirmative action goals. He or she may consider eligibles from any or all of the above groups before making a selection. However, employment ceiling restrictions and "freeze" situations can (and frequently do) make it necessary to fill vacancies in permanent full-time positions by the reassignment or promotion of current permanent full-time employees. Regardless of what source is used, selection must be based on merit.

NPS video technology applications endless

By Susan Lukowski
Former Program Analyst, WASO

Video tape systems, which combine sight and sound on a single tape for "instant replay," are proving to be valuable tools to the staff in many areas of the National Park System.

Divisions of Resource Management, Maintenance, Interpretation, and Law Enforcement are discovering new applications of the replay technology which is already in place in one out of three parks.

Video tape is a relatively new phenomenon in government and private industry, replacing slide/tape presentations, graphs and charts, and films in many instances. Already, the TV industry has turned largely from film to tape, because of tape's higher quality and ease of use.

The Park Service presently has approximately 200 video units in the field, nearly half of the units are portable, and as such offer special opportunities for use. Portable equipment, according to Grand Canyon's Resource Management Chief, Jim Walters, "has been terrific for situations like bringing the impact of burro damage directly to public meetings." The 10-minute unedited black and white tape Walters shot from a small patrol plane "did much to help the viewers understand Grand Canyon's problems."

Video at first was restricted to classrooms and was used largely for training, where its "feedback" feature—

enabling people to see their actions and statements immediately—was of great value. But the medium now can go anywhere to document action with live sound and voice-over narration.

Everglades National Park put out a series of training tapes on prescribed burning and vegetation recovery made in the backcountry to bring real life situations to new and seasonal employees. By careful planning of subjects and sequences, no editing or outside services were needed to produce the presentation.

Maintenance is finding numerous video uses. These range from safety aids, such as North Atlantic Region's use of a remote video camera instead of having an employee observe a hazardous problem, to National Capital Region's documenting its successful human waste composting system. WASO Division of Maintenance Chief George Gowans, has taken the reusable tape medium a step further:

"We're using video for training in road and bridge inventories and inspection programs," he says. "We're also investigating video as a tool for the actual conducting of inventories and for two-way responses to programs and ideas."

Don Jackson, assistant superintendent at Olympic National Park, Wash., is building up Olympic's video capability for training and resource management after his successful experiences with tape in the North Atlantic Region. "There are so many ways to use this tool in everyday

work—its time has come for NPS," he says.

Interpretation was one of the first Park Service divisions to use video technology. Most of the approximately 50 black and white portable deck sets which are located in the parks were acquired for field interpreters for feedback and WASO training tapes. By 1980, only 5 years after the first black and white sets were introduced, the technology had been revolutionized to the point where NPS Law Enforcement could employ color units for training, crowd control study, and evidence documentation.

Its energy-saving role is one of video's most attractive features. "With video tapes we can replace a lot of travel—local, regional and national—and make training programs a lot more convenient for park staffs, and reach a lot more people with training," says Jay Gogue, SERO chief scientist.

The advantages of video are many: tape requires no developing; it's cheap and reusable; it has two sound tracks that can record simultaneously with the visual or be dubbed over later; film, photos, slides and graphics can be put on tape easily; and, at little cost, tape can be transferred to film. Video does have its limitations, and it is electronic and temperamental, but its NPS applications are endless.

For information on video equipment capabilities of particular parks, contact: Science Publications Program, Division of Natural Resources, NPS-WASO, Washington, D.C. 20240.

And now for the latest weather report . . .

By Candace Garry
Public Information Specialist, WASO

Weather radio can help Park Service officials save lives and property, according to Earl Estelle of the National Weather Service in the U.S. Department of Commerce's National Oceanic and Atmospheric Administration (NOAA). Many Park Service areas rely on weather radio already. Estelle says the National Weather Service (NWS) completed a 350-station radio network nationwide recently, thus enabling more areas than ever before to receive 'round the clock coverage of local weather conditions.

Since many stations are located near NPS areas, this weather information should serve both NPS management and the public on a daily basis, he says. "More importantly, this source of weather and flood information is invaluable during potentially life-threatening situations such as hurricanes, tornadoes and floods."

Most NPS areas currently using the service obtain NWS reports by using radio scanners (multi-frequency radio), according to Frank Weed, chief of Communication and Electrical Engineering Utilities at the Denver Service Center. These reports are available only on a high frequency band, generally known as the public service band. But most ordinary radios can receive high frequency with a special receiver attached.

"The weather information is particularly useful along some of the coastal Park Service areas like Channel Islands National Park, Calif.; Fire Island National Seashore, N.Y.; Everglades National Park, and Padre Island National Seashore, Tex.," Weed says. The ability to be "one step ahead of a hurricane" or other disastrous weather conditions can save lives.

Some of the larger Park System areas, such as Yellowstone, have their own radio station and can broadcast regular weather reports for visitors and park personnel. These stations, however, usually obtain weather information from a NWS teletype, analyze it, and develop a park radio report from that, according to Weed.

How NWR works

During good weather, the latest observations and forecasts are tape-recorded by local NWS offices in messages that last from 3 to 5 minutes. These messages are replayed continuously, providing 24-hour

reception at the push of a button or the twist of a dial. Estelle says the reports are revised every few hours, or more frequently if needed.

When severe weather threatens, NWS forecasters can interrupt the routine weather broadcasts and substitute special warning messages for severe weather or other disasters, such as toxic gas spills. Forecasters can get the listeners' attention by sending a 10-second alert tone that activates specially designed warning receivers. These receivers silently monitor the NWR broadcast and respond to the warning tone. Estelle says these are of two types: one sounds an alarm indicating that a warning is being issued, and the other sounds the alarm and automatically turns up the volume on the radio.

The NWS claims that warning-alarm receivers have proven especially valuable for schools, hospitals, nursing homes,

factories, and other places where many people are gathered. NWR broadcasts can usually be heard as far as 40 miles from the antenna site, sometimes more. The effective range depends on many factors, Estelle says. "It depends particularly on the height of the transmitting antenna, terrain, quality of the receiver, and type of receiving antenna." This is why, according to Frank Weed, many of the remote and/or mountainous Park Service areas must rely on teletype. "They simply cannot receive the radio signals," he says.

But for those Park areas that can, the NWS claims it has an invaluable, life-saving service to offer. Earl Estelle urges interested employees to contact him for more information. His address: Chief, Public Services Branch, W112, National Weather Service, National Oceanic and Atmospheric Administration, Silver Spring, MD. 20910. Tel. 427-7858 (FTS or Area 301).

17,000 reenact Revolutionary battle



Troops and audience file from the Third Line Field at Guilford Courthouse NMP after a "Feu de Joie."

By Jim Ryan
Public Information Specialist, SERO

An estimated 17,000 history buffs, spectacle seekers and just plain curious turned out March 14 at Greensboro, N.C., for a colorful "reenactment" of the American Revolution's Battle of Guilford Courthouse.

The demonstration was but one of many events woven into a weekend of activity commemorating the 200th anniversary of the actual battle, the final major engagement between American and British forces in the Carolinas.

Bicentennial ceremonies were concluded March 15 with a patriotic address at Guilford Courthouse National Military Park by former U.S. Army Chief of Staff Gen. William C. Westmoreland.

Some 1,300 men under arms and "camp followers" took part in the reenactment, which was held on the

grounds of a country club near the park. Reenactors represented 20 States, including all of the original 13, and one Canadian province.

The enthusiastic crowd, which cheered American successes and booed those by the red-coated British, was given a running narration of the action on the field by George C. Neumann of Durham, Conn., a well-known author and authority on the Revolution.

Many of the reenactors took part the next day in a "Feu de Joie," or "Fire of Joy," at Guilford Courthouse, the first national area set aside by Congress to commemorate a battleground of the Revolution.

During the Bicentennial ceremonies, Southeast Regional Deputy Director C.W. "Jack" Ogle welcomed guests and participants on behalf of Secretary Watt and Director Dickenson. Park Superintendent W.W. "Dan" Danielson

was recognized for his efforts and those of his staff in preparing for the carrying out the many events. One of those efforts was more than 70 appearances in period dress before Greensboro area school, church, civic and other groups by Chief of Interpretation Don Long and Historian Tom Taylor.

Portraying Loyalist and Patriot points-of-view, Long and Taylor not only told the story of the battle, but described events leading to it, generally increasing interest and knowledge in a conflict little known outside the South.

A book, "Another Such Victory" by Park Historian Tom Baker, made its debut during the Bicentennial celebration. Published by Eastern National Park & Monument Association, Baker's book

takes its title from words spoken by British statesman Charles Fox on learning the outcome of the battle.

"Another such victory will ruin the British army," Fox observed.

Although Gen. Charles Cornwallis technically "won" the Battle of Guilford Courthouse over the forces of American Gen. Nathaniel Greene, British survivors were hungry, poorly clothed and totally exhausted.

In only 5 months, in battles at Kings Mountain and Cowpens in South Carolina and at Guilford Courthouse in North Carolina, Cornwallis had lost 2,500 men, including some of his best officers. Seven months later, he surrendered his weary army at Yorktown and the American Revolution, for all intents and purposes, was over.



Former U.S. Army Chief of Staff Gen. William C. Westmoreland.

Gold Rush logbook returns to Seattle

By Glenn L. Hinsdale
Urban and Environmental Activities,
PNRO

The Klondike Gold Rush of 1897-98 was the last of the great American adventures. It excited the whole world, galvanized the entire Northwest, and metamorphosed Seattle into a true world-class Queen City.

In the spring of 1898, Seattle's largest shipbuilder and former mayor, Robert Moran, decided to personally convoy 12 flat-bottom, stern-wheel river boats to St. Michael, Alaska—at the mouth of the Yukon River. They were for the river traders of the Yukon gold rush. Moran took along a new ledger for his logbook, and a photographer to record the trip. Robert Moran had a keen sense of history.

It was a rough 3000-mile passage. The weather was consistently adverse. It was often necessary to find harbors or hide behind islands to wait out heavy blows. Some crewmen were discontented, and Moran fired two captains for being "afraid to get their feet wet." Unsuitable to open water, the stern-wheelers were clumsy, often offering to founder, even in moderate seas. Two boats were lost.

By the end of July the last of the fleet had straggled into St. Michael, mostly in good condition, and was delivered to the new owners at a handsome profit. Moran's 57 logbook entries were full of the rich and pungent details of the adventure.

Later, the logbook went with Robert Moran to his retirement home, "Rosario," on Orcas Island, Wash., along with a lifetime collection of large glass-plate negatives. Before Moran died, he sold "Rosario" and donated a large

part of his land holdings to create Moran State Park. Rosario Resort, three owners later, has become a popular convention and vacation resort. Moran's personal collections have been scattered, many lost.

In 1977, we were assigned to develop Klondike Gold Rush National Historical Park—Seattle Unit, at 117 South Main Street, in the Pioneer Square Historic District in Seattle. We learned from friends at Rosario Resort that the attic still contained some of Moran's glass-plate negatives. We agreed with their present owner, Gilbert H. Geiser, to provide for their restoration and preservation in return for access to them for the Klondike gold rush story. In our search for the scattered negatives, we found the Moran logbook, lost for many years, slowly

disintegrating in a closet.

When the negatives had been collected and inventoried for transfer to the laboratories of the Whatcom Museum of History and Art in Bellingham, Wash., Gilbert Geiser made a gift of the logbook to the National Park Service. For a year it has been undergoing a complete rehabilitation and stabilization. Now it is back in Seattle. Klondike Gold Rush National Historical Park—Seattle Unit will be its permanent home, only a few hundred yards from where it began its voyage to St. Michael in 1898.

On Feb. 17, there was a brief, informal public ceremony at the park to mark this event. Two bound copies of the logbook, on long-lasting museum vellum paper, were presented to Geiser in fulfillment of the conditions of his gift.

Gilbert H. Moran, left, receives two copies of the Moran Logbook from Superintendent Elaine A. Hounsell of Klondike Gold Rush NHP's Seattle Unit. Center is Pacific Northwest Regional Chief of Urban and Environmental Activities Glenn L. Hinsdale.



USS CASSIN YOUNG anchors at Boston NHP

By Phil Walsh

Public Information Specialist
Boston National Historical Park

At one end of Boston's historic Freedom Trail is the Charlestown Navy Yard, part of Boston National Historical Park. Here on June 27, the National Park Service will open to the public the USS CASSIN YOUNG (DD 793) a World War II destroyer. The CASSIN YOUNG will be the first floating U.S. Navy warship to be managed by NPS.

Commissioned in 1943, the ship served its country well in the Pacific Theater where it earned four battle stars and the Navy Unit Commendation. The CASSIN YOUNG took part in numerous naval actions including Saipan, Leyte Gulf, and Okinawa. At Okinawa the ship was struck twice by Japanese suicide planes and has the dubious distinction of being the last ship struck by a kamikaze in WWII. The ship remained on active duty until 1960 when it was decommissioned in Norfolk, Va., and sent to the mothball fleet at the Philadelphia Navy Yard. On indefinite loan from the U.S. Navy, the destroyer was brought to Boston for the Park Service in 1978. After 3 years of work and the prospect of opening the CASSIN YOUNG this summer, Superintendent Hugh Gurney commented, "Charlestown Navy Yard is an unusual military site in the National Park System. As far as I know, it is the only site dealing directly with the maintenance effort which supported our Nation's heroic ventures at sea. Other parks memorialize famous battles and events. Here at Charlestown we give the visitor a behind the scenes glimpse at naval operations."



USS CASSIN YOUNG anchored at Boston NHP.

Once a center of bustling activity, the Charlestown Navy Yard provided services necessary for building, repairing, and refitting ships. Facilities included buildings designed for rope making and forging anchor chain. Now in dry dock, the CASSIN YOUNG represents many ships that sought maintenance help from the Yard.

Each division in the park has been very busy preparing the ship for "Opening Day." The curatorial branch is refurbishing the ship to its mid-50's appearance, inside and out. Much of this work has been done by volunteers from various local groups such as the U.S. Naval Sea Cadets, USN SEABEES

Reserve, and USN Reserves, plus a lot of assistance from the CASSIN YOUNG Association, comprised of former crew members. At the same time the Interpretive Division is busy finalizing the guidelines for conducting tours of the ship, while the Protection Division is checking all the safety angles.

The CASSIN YOUNG will be formally dedicated on June 27 as a historic ship museum. The ship will be permanently berthed at the Charlestown Navy Yard, near the USS CONSTITUTION (Old Ironsides). In just a quick glance the visitor will be able to see over 180 years of naval history in ships that used the Navy Yard.

Petrified Forest celebrates 75th Anniversary

Participants of the 75th Anniversary. President Teddy Roosevelt declared Petrified Forest a national monument Dec. 8, 1906.



YACC works 'The Rock'

By Susan Schrieber
Park Technician
Golden Gate NRA, Calif.

Recipe: Lime—25 lbs. Molasses—1 jar. Salt—½ cup. Alum—¼ cup. Water—15 gals. Cement—15 lbs. Stir first five ingredients together and let sit for at least 12 hours. Right before use, add the cement, adding more water as needed. Mixture should be the consistency of paint.

"What is this concoction?" you ask. It is the original recipe for whitewash used by members of the Golden Gate Young Adult Conservation Corps who have been working to build offices in old Fort Alcatraz casemates in a historical fashion without damaging the structure.

All work is being done under historical regulations so as not to change structures on the island. The additions, including false floors, ceilings and paneling, are removable and will not mar the structures if dismantled.

The crew of five will also create a lounge on the dock for visitors who are unable to walk on the tours, along with an administration area for island supervisors.

In all, three casemates and the exhibit room will be renovated within the old fort. YACC will also build a slide-viewing area along with the coastal parks storage area where the museum now exists.

In one room, panels will be built for new exhibits, and a moisture-proof case installed to store literature and historical artifacts already showing damage from the dampness on Alcatraz.

Half of the materials being used for the renovation are recycled from various buildings, and piles of debris left on the island. The remaining supplies such as tiling, carpeting, and panels, were bought with donations from movie companies filming on Alcatraz.

Rangers on the island look forward to their new surroundings after being cramped in one room at the dock, which had served as office, lounge, first-aid room, visitor seating and changing area for 7 years.

The YACC members involved in the project feel that they've benefited especially from the training they received in carpentry, masonry, and electrical work. Work leader-designer Don Marcos believes this was an "opportunity to show the YACC at our best."

Supervisory Park Ranger Bob Kirby feels that without the Golden Gate YACC, none of these projects could be done.

Diamond anniversary for Mesa Verde



Mesa Verde National Park, Colo., the only one of the 48 national parks set aside to preserve the works of man, marks its 75th anniversary this month.

The park was established by Act of Congress June 29, 1906, during President Theodore Roosevelt's administration.

It was established . . . "for the preservation from injury or spoilation of the ruins and other works and relics of prehistoric or primitive man . . . and for the restoration of these ruins."

Mesa Verde is also the only park in the System created largely through the efforts of a private group of women. In 1900, a committee known as the Colorado Cliff Dwellings Association, led by Virginia McClurg and Lucy Peabody began active efforts to preserve the ruins. The group was formed from members of the Colorado Federation of Women's Clubs.

Highlighting the anniversary celebrations is the dedication of Mesa Verde National Park as a World Heritage Site. This will include the unveiling of a bronze plaque and a speech by (at press time) an unknown high-level dignitary. Director Dickenson and Rocky Mountain Regional Director Mintzmyer are

expected to be on hand and the two Colorado Congressmen from that area of the State.

The park was given special recognition and named a World Heritage Site by the World Heritage Committee, the working body of the World Heritage Convention, under the auspices of the United Nation's Educational Scientific and Cultural Organization. There are 40 sites on the World's Heritage List, including seven NPS sites—Mesa Verde, Independence National Historical Park, Yellowstone National Park, Redwood National Park, Calif.; Grand Canyon and Everglades National Parks and Wrangell-St. Elias National Monument, Alaska.

Other anniversary events on tap this year include a special recognition of the 12 millionth visitor to the park sometime in July, and Old Timers' Picnic honoring employees and alumni of the park, set for Aug. 22, and, in early October, the park and the Mesa Verde Museum Association will host an Anasazi Symposium. This event is to be a major scientific conference on the Anasazi to compile all the years of work that the scientific community has donated to this civilization.

Campground reservations under way

Seven park areas in the System are now offering advanced campground reservations through Ticketron, Inc.

Included in the computerized reservation system are Cape Hatteras National Seashore, N.C.; Grand Canyon National Park, Great Smoky Mountains National Park, Rocky Mountain National Park, Colo.; Sequoia and Kings Canyon National Parks, Calif.; Shenandoah National Park, Va., and Yosemite National Park.

The seven areas have a total of 16 campgrounds with more than 2,800 campsites. They also offer other campgrounds available on the traditional first-come, first-serve basis.

Ticketron outlets are found in most major and medium sized cities. Commonly they are located in department stores, sporting goods stores or automobile clubs.

Ticketron outlets are also located in the WASO Public Inquiries Office and in Western, Southeast, Rocky Mountain Regional Offices and participating park areas.

Reservations will be accepted up to 8 weeks in advance of a planned visit. A \$1.75 fee is charged for the service, over and above the cost of the campsite.

Reservations may also be made by mail. Mail reservation folders are available at Ticketron and all NPS offices and areas. No telephone reservations may be taken.

Other park areas accepting mail reservations (but not on the Ticketron system) include Acadia National Park; Dinosaur National Monument, Colo.; Cumberland Island National Seashore, Ga.; Ozark National Scenic Riverways, Mo., and Virgin Islands National Park.

Braille plaques Installed at HFC

At Harpers Ferry National Historical Park, W. Va., blind visitors can now appreciate exhibits in glass cases through the attachment of special interpretive braille plates designed by Volunteer in the Park (VIP) Jeff Slater and Park Interpreter Chuck Dennis. These plates, made of Mylar plastic with plexiglass mounts, will allow the blind persons who visit the park to enjoy Harpers Ferry history more fully and independently.

Twenty-seven-year-old Dennis was interested because he is blind, and had long been frustrated by shiny glass exhibit cases and the barrier they represented.

Slater, who is 16, has been a VIP for the past two summers. He had a twofold interest in this project.

First, he said, he wanted to help blind visitors in park areas where there were no live demonstrations; and that's why these plaques were installed in the Master Armorer's house, which is being used as a temporary visitors center.

Secondly, Slater is a life member of Scout Troop 1162 and a brotherhood member of Amangamek Wipit Lodge of the Order of the Arrow, a Scout service organization of honor campers. He needed a worthy project to complete his community service requirement to become an Eagle Scout.

"When I was looking around for an Eagle project and there was really nothing I could do at home, my Dad suggested that I do something here at the park," said Slater, whose father, Don, is also a VIP at Harpers Ferry.

While searching for a project, Slater learned that there was no interpretation for blind park visitors, thus sparking his interest. First he investigated the possibility of designing a "braille trail" equipped for the blind but due to its unpopularity with blind people, he began work on a prototype for the braille plaques now in place.

The prototype was made of inch-long plexiglass pegs glued to a plexiglass plate in the standard braille patterns. Those materials were selected, Slater said, because braille plaques made of paper products have not withstood constant use.

Virtually indestructible, the prototype was perhaps too sturdy and didn't lend itself to easy reading, Dennis said. He explained that the blind need to feel the flat "paper" surface around the braille "bumps" to orient their fingers and read properly. Since the pegs were so long, there was no surface to feel, he said.

Dennis and Slater then began to



Interpreter Dennis and VIP Slater using new braille plaques.

experiment with Dennis' braille typewriter on sheets of Mylar plastic and it worked. Mylar would resist the constant pressure of reading fingers, Slater said. It would hold up to weather and could be easily mounted to a firm surface.

Once mounted, the two experimented with various reading heights and found a medium height would be convenient for most blind visitors.

Four plaques now adorn the main exhibit in the Master Armorer's house, telling some of the story of Harpers Ferry in its days of gun manufacturing.

Independence holds events for disabled

As part of NPS's participation in the "International Year of Disabled Persons," Independence National Historical Park held several events in April and May.

The park offered a 22-minute film to visitors April 28-30 entitled "A Different Approach." The movie dealt with a number of disabilities and the stereotyped images that accompany them.

A panel discussion on job opportunities for disabled persons was held May 19. Speakers included Dr. Andrew S. Adams, chairman of the Access Committee, Office of the Secretary of the Interior; Dr. Kenneth Jernigan, president of the National Federation of the Blind in Baltimore, and Betty Broecker, director of the Division of the Deaf, New Jersey Department of Labor and Industry. Participants included employees of Federal agencies and community organizations dealing with disabled persons.

For NPS employees, an art exhibit of paintings, drawings, crafts and sculpture by disabled artists was displayed by the Mid-Atlantic Regional Office at the Philadelphia Exchange.

Concession training held at Blue Ridge

As part of Park Service/concessioner cooperation, an NPS training course in Concession Evaluation and Pricing was held the week of March 23 at the Virginia Peaks of Otter Lodge, on the Blue Ridge Parkway.

The 26 participants included rangers, concession specialists and administrative personnel.

The trainees had the opportunity to evaluate a concessions operation from the point-of-view of both guest and concessions evaluator. The group studied all aspects of the concessions operation including lodging, food service and merchandising. In doing this, they observed the hotel's kitchen in operation, evaluated the lodging facilities for housekeeping, safety and front desk services, and checked out the gift shop for quality, prices and labeling.

Many of the participants held informal talks with the concessioner, Bryce Wagoner and his staff. Wagoner has operated the lodge for 18 years.

Aage Nylon, vice president of Government Services, Inc., was the keynote speaker at the week-long session, providing tips on prices, quality control and future trends in the hospitality industry.

Director Dickenson also spoke to the class. He emphasized upcoming changes in Park Service concessions policy and the need to have a closer working relationship between concessioners and NPS employees who deal with them.

The class was unusual since it was conducted on the premises of a concessioner, rather than at the NPS Training Center, affording the opportunity for "real-life" as opposed to classroom training.

Sociologist records Gorge oral history

An NPS-paid sociologist has captured the memories of 30 long-time residents of the New River Gorge, W. Va., area in an oral history project to record the coal boom periods of the early part of this century.

Railroad foremen, coal miners, loggers, store owners, school teachers, bookkeepers, postmasters, telegraphers and nurses have all told their stories to Dr. Paul J. Nyden of Columbia University.

All of this information will be used in formulating the General Management Plan for the national river according to Gene Cox, chief of Interpretation there.

Lassen rangers to the rescue



(From left) Superintendent Stephenson presents award to Giddings and Fox.

By Bill Stephenson
Superintendent
Lassen Volcanic National Park, Calif.

The first day of 1981 was almost the last day ever for two young visitors to Manzanita Lake in Lassen Volcanic National Park, Calif. Quick action, by another visitor, Dr. Mark Morgan, and the immediate response of area

personnel, served to avert a tragedy when 19-year-old Patrick Colbert and 18-year-old Brian Morris ignored posted signs and obvious conditions, walked out on thin ice, and broke through into deep, 38°F water.

Dr. Morgan, who happened to be in the area and observed the youth fall through thin ice, had stopped at the ranger station earlier and knew it was closed. At the same time, he had observed smoke rising from the chimney of the residence of North District Ranger Jim Fox. Morgan immediately ran to Fox's residence and notified him of the accident. Fox hurried to the fire cache, to pick up some rope and life preservers and proceeded to the accident scene. Enroute, he notified Park Technician George Giddings by radio of the problem. Fox tried to slide life preservers over the ice to Colbert and Morris, who were attempting to cling to the broken edge of ice, which broke off under their weight. Giddings rushed to the Manzanita Lake boat storage and picked up a canoe there. He arrived at the accident scene to find

Fox's attempt to get preservers to Colbert and Morris were unsuccessful.

Fox and Giddings decided to attempt to reach the floundering youths with the canoe. Giddings entered the canoe and broke his way through the intervening ice with the paddle and bow of the canoe. Colbert and Morris were barely able to assist in their own rescue. By this time, they had been in the freezing water for about 15 minutes.

Giddings managed to reach them and to get them into the canoe without further mishap. When he got them back to shore, they were taken to the ranger station and treated for advanced hypothermia.

The quick response and life-saving actions of Fox and Giddings, together with their record of continuous attention to matters of employee and visitor safety, earned them jointly the park's Safety Achievement Award for the period of October 1980-January 1981.

Park



Briefs

GRAND CANYON NP—A 20-year-old English tourist, John E. Haftrick, died in a 450-foot fall at the park while trying for a better position to take a photograph. Deputy Sheriff Jim Buzard of Cocinino County said Haftrick had been camping for about a week. Witnesses said he hiked a distance along the Bright Angel Trail before he climbed a 2½-foot rock retaining wall for a better footing to take a picture and lost his balance April 27. He fell from a point on the canyon's South Rim behind the Bright Angel Lodge.

LINCOLN MEMORIAL, D.C.—The lights have been turned off in the early evening here to discourage millions of Potomac River midges from swarming to the Memorial's lighted colonnade and covering its marble walls with greasy eggs. Officials hope this will reduce the huge colonies of spiders attracted by the tiny, gnat-like insects. The spiders have festooned the walls with little gray webs, giving the 59-year-old structure a slightly moldy look.

OLYMPIC NP, WASH.—Starting this summer, a troublesome herd of mountain goats will be thinned out to about 180 over the next 3 years. A couple of smaller herds may be removed entirely. The goats, an introduced species in the Olympics, have been pawing and gnawing away at a unique alpine environment since the 1920s. According to Assistant Superintendent Don Jackson,

large areas of alpine meadows have been dug up into dust wallows and there have been some hazardous encounters with hikers.

YELLOWSTONE NP—A grizzly bear that apparently feared for her cub pulled a woman from a tree, mauled and bit her and then scurried into the woods May 3. Martie Lunn of Bozeman, Mont., was treated for minor injuries, including a fractured finger, puncture wounds on the left hand and forearm and several bites. Mrs. Lunn says she shows no animosity towards the bear as "She was protecting her cub, just as I was protecting my sons."

HALEAKALA NP—Four years, four contracts and \$5.5 million later, the park highway from the boundary to the summit has been completely rebuilt and was reopened in late March. Park Superintendent Hugo Huntzinger praised Fong Construction Co., for a job well done. In addition, the contractor paved several parking areas, had rock retaining walls built, and installed new pipe that crossed under the highway for transportation to the new park headquarters.

GREAT SMOKY MTS. NP—A Knoxville, Tenn., couple hiking to the top of Mt. LeConte was assaulted, beaten with a stick, robbed, tied up and left bleeding alongside the trail by a man who earlier had introduced himself and accompanied them on the hike. Ron and Kate Peterson were hiking when the incident occurred. They were airlifted from the mountain the next morning (April 11) to Knoxville's University Hospital. The assailant took money, jewelry and some of the couple's clothing before fleeing on a motorcycle.

BIG BEND NP, TEX.—Sky-high fuel prices have resulted in a dramatic drop in visitation at this remote park. Less than half the number of visitors that came in 1976 were recorded in 1980. "Big Bend's drop is among the greatest in the System," according to Al Galipeau, a statistician with the Denver Service Center. One benefit—fewer people cause less harm to the delicate flora and fauna that flourish here, said Acting Superintendent Russ Berry.

YOSEMITE NP—Yosemite Park & Curry Company has proposed expanding its concessioner activities here. The proposal would allow the company to assume operation of the campgrounds, consolidate the fire departments, telephone exchanges and fuel storage locations, and to handle all reservation systems in the park.

NPS people in the news

Surles to RMRO



Lloyd E. (Buddy) Surles, a 5-year NPS employee, has been selected as the new associate regional director of Park Operations for the Rocky Mountain Region. Surles, former chief of Concessions Management in the Washington Office, succeeds Kenneth Ashley, who retired earlier this year.

A native of Cisco, Tex., Surles brings 12 years of park and recreation experience to his new position. Prior to joining the Park Service, he served as director of Parks and Recreation for the city of New Braunfels, Tex., and owned and operated a guest ranch in western Colorado.

Later, Surles was named director of State Parks for Arkansas. He managed

that State's 35 park areas for 4 years. For his efforts, he was presented the National Award for Excellence in State Parks by the National Recreation and Park Association in 1974.

With the Park Service since 1976, Surles worked in the Rocky Mountain Regional Office as concessions management analyst and at Yellowstone National Park as chief concessions specialist prior to his appointment in the Washington Office.

Surles was graduated from Texas A & M University in 1968 with a Bachelor's degree in parks and recreation.

Surles and his wife, Margaret, have three children: Lori, Elissa and Holly.

Linahan to Chickasaw



John D. (Jack) Linahan has been named as the new superintendent of Chickasaw National Recreation Area, Okla. Linahan, former area manager of Carlsbad Caverns National Park, N. Mex., replaces Paul V. Wykert, who retired earlier this year.

A native of Omaha, Linahan was graduated from Dana College with a Bachelor's degree in biology and fine arts.

Following a 16-month stint in the U.S. Army, Linahan joined the Park Service as a seasonal park ranger in 1959 at Rocky Mountain National Park, Colo. He received his first permanent assignment as park guide in 1963 at Carlsbad Caverns. In 1965, he was promoted to a ranger post at Olympic National Park,

Wash., where he served until 1968.

Other field assignments have been as sub-district ranger at Lake Mead National Recreation Area, Nev.-Ariz.; district ranger at Padre Island National Seashore, Tex., and assistant chief ranger at Great Smoky Mountains National Park.

In 1968, Linahan participated in the NPS Mid-Level Management Development Program and in 1972, he attended the FBI National Academy.

In 1979, he was awarded the Department of the Interior's Unit Citation for Excellence of Service.

Linahan and his wife, Dolores, have two children, John and Michael.

Walter to LBJ NHP



Chrysandra L. (Sandy) Walter, has been selected as the new superintendent of Lyndon B. Johnson National Historical Park, Tex. The former San Francisco unit manager for Golden Gate National Recreation Area, Calif., Walter succeeds Alec Gould, who moved to the superintendency of Buffalo National River, Ark.

A Californian, Walter is a 1969 graduate of San Jose University with a Bachelor's degree in park administration and recreation. During her senior year, she served an internship at Point Reyes National Seashore, Calif.

After graduation, Walter began her NPS career as a seasonal park naturalist at Point Reyes. She later served as a seasonal environmental education

specialist at the Pacific Northwest Regional Office, before accepting a permanent position there in 1971.

In 1972, Walter was promoted to interpretive specialist for the Manhattan Sites, N.Y., which include several important historic areas in New York City. From 1975-78, Walter was chief of Interpretation, Recreation and Resource Management at George Washington Memorial Parkway, Va.-Md., prior to her assignment to Golden Gate.

Before joining the Park Service and while attending college, Walter worked for the Mountain View (Calif.) Parks and Recreation Department as a scuba diving instructor, life guard and synchronized water ballet coach.

Monteleone regional chief



Eugene F. C. Monteleone has been appointed chief of the Programming and Budget Division for the Mid-Atlantic Regional Office.

Monteleone joined the Park Service in 1959 as a project clerk at Independence National Historical Park. In 1962 he moved to the Mid-Atlantic Regional Office as a program analyst, assuming positions of increasing responsibility until his present appointment.

A native of Philadelphia, Monteleone was graduated from Banks Business College.

He and wife Marie have one child, Michael.

Lancaster to Glen Canyon



John O. Lancaster, a second-generation Park Service employee, has been named the new superintendent of Glen Canyon National Recreation Area, Utah-Ariz. The elder Lancaster was an archeologist at Mesa Verde National Park, Colo.

Lancaster, a 22-year veteran of the Service, succeeds Bryan Harry, who

transferred to a Hawaiian assignment earlier this year.

A native of Ackman, Colo., Lancaster attended Colorado State University followed by a 3-year stint in the U.S. Army.

He began his NPS career as a summer seasonal park ranger at Petrified Forest National Park, Ariz. Other field assignments have been Walnut Canyon National Monument, Ariz.; Padre Island National Seashore, Tex.; Assateague Island National Seashore, Md.; Washington, D.C. headquarters, and Curecanti National Recreation Area, Colo.

Lancaster was also a member of a NPS team that assisted the government of Jordan in a park development project in 1966-67.

Lancaster became superintendent of Theodore Roosevelt National Park, N.Dak., in 1972. He became superintendent at Zion National Park, Utah, in 1979, where he has remained until his present assignment.

Maeder to Colonial

Richard H. Maeder has been appointed the new superintendent of Colonial National Historic Park, Va. Maeder, former superintendent of Hot Springs National Park, Ark., succeeds James R. Sullivan, who retired last December.

A native of St. Joseph, Mo., Maeder was graduated from Northwest Missouri State College in 1955 with a Bachelor's degree in history. He earned a Master's degree in history in 1956 from Central Missouri State University.

After a 3-year stint in the Army, Maeder worked 2 summers as a seasonal ranger at Mount Rushmore National Memorial, S. Dak., before joining the Park Service in 1959.

Later NPS assignments included working as a park planner in the Western Regional Office and Washington Office, and as Federal-State coordinator for the Northeast Region in regional planning.

In 1973, Maeder was named superintendent of Fort Laramie National Historic Site, Wyo., following a tour of duty as management assistant to the assistant director for Field Operations in Phoenix, Ariz.

In 1977, Maeder transferred to the superintendency of Hot Springs where he remained until his present assignment.

Maeder and his wife, Joyce, have two children, Julie and John.

Banta to Scotts Bluff

Alford J. "Jerry" Banta has been appointed the new superintendent of Scotts Bluff and Agate Fossil Beds National Monuments, Nebr. Banta, former superintendent of Perry's Victory and International Peace Memorial, Ohio, since 1975, succeeds Robert Burns, who recently retired.

A Denver native, Banta holds a Bachelor's degree from Northern Arizona University.

Banta began his NPS career as a park ranger at Pinnacles National Monument, Calif. Other assignments have taken him to Glacier National Park, Mont.; Canyonlands and Arches National Parks, Utah, and Colorado National Monument.

Banta and his wife, Marsha, have two sons, David, 10 and Daniel, 12.

Five at Carlsbad get NPS kudos

Four employees at Carlsbad Caverns National Park, N. Mex., received Special Achievement Awards recently. A fifth employee, who just transferred from Yellowstone National Park, received a Quality Increase.

The four who received SSA's include Mark Struble and David Madden, park technicians; Tom Bemis, electronics worker, and Pat Kilgore, secretary.

Struble was recognized for his role in the park's environmental education program. Since the program started 3 years ago, he has reached 2,871 students in the local area.

Madden was cited for outstanding performance in three separate park Divisions—Interpretation, Maintenance and Protection.

Bemis' award was for work in upgrading and improving the electronic interpretive system at the Caverns after it was purchased from a private contractor. The system was inoperative when purchased and Bemis got it working for park visitors.

Kilgore was cited for exemplary performance of secretarial duties, including editing park publications, serving as receptionist and handling telephone calls, correspondence and other work.

Franklin C. Walker, fresh on the scene at Carlsbad, received his Quality Increase for his work at Yellowstone of the past 2½ years. Walker "consistently exceeded his job requirements in managing the South District Interpretive program, including supervising 22 seasonal park employees and three major visitor centers, along with developing a new winter program."

The 'colonel' quells prison riot



By Barbara Ratican
Public Information Specialist, SWRO

Weekdays he's the chief of the Division of Special Programs in the Southwest Region. But on weekends he becomes "Colonel" William E. Fields, commander of Command and Control Headquarters of the New Mexico National Guard.

Fields' Federal job includes studying and reviewing plans for proposed national trails and wild and scenic rivers, and recreational planning for lake projects. A former job title was chief of Federal, State and Indian assistance, a job which enabled him to help others put together meaningful recreational programs, especially for Indian tribes in the Southwest. He has greatly helped to enhance the goodwill between the Indians, State and Federal governments.

When the second bloodiest prison riot in U.S. history took place at the New Mexico State penitentiary in Santa Fe, Col. Fields went on active duty to direct efforts to maintain order.

Fields arrived with the first 50 national guardsmen to find the prison already burning extensively and 15 prison officials being held hostage. "I set up a command post and called in two medical units, one an evacuation unit equipped with helicopters to lift injured to the hospital," Fields said. "Almost simultaneously, the injured started being brought out; some walked, some were carried on stretchers." Hospital officials told Fields afterwards that 15 to 20 of the 62 injured airlifted by the national guard would not have lived if choppers had not brought them in as soon as they had.

Inmates who didn't want to take part in the riot gathered in the walled recreation fields outside the prison. "It was a very cold morning and most of these men

were in t-shirts so we started dropping food, hot coffee and blankets to them by helicopter," Fields said. He had to summon more troops and a ring was set up around the prison so that the increasing number of non-participating inmates could not escape.

Once it was certain that all the hostages were safely outside the gates and only one guard remained hidden in a vault inside the prison, it was time for Fields, his guardsmen and SWAT teams to go in. He decided to lead the men into the prison since he was the only one with combat experience. "Not a shot was fired, although we did have to subdue some of the inmates," he said. "I told my men that I would fire the first shot if needed and they were not to shoot until then."

The results of the prison takeover were 33 inmates dead, "killed in all sorts of vile ways" by fellow inmates. Hundreds were injured. But no guards were seriously hurt and no one escaped, a tribute to the work of Fields and his troops.

"I was relieved of command after 9 days of active duty, once the inmates were either back inside or taken to other prisons," Fields said.

Fields, an American Indian, is a member of the National Conference of American Indians. He gives lectures on Indian religion, myths and culture to raise money for Indian student scholarships. He is coordinator for the region on the American Indian Religious Freedom Act. Fields also gets involved in yearly fund raising schemes for mission hospitals along the reservations.

A year ago he served as Park Service chairman of the United Community Fund's Combined Federal Campaign. It appeared NPS would fall short of its goal but Fields dug into his own pocket to make an unusually large contribution as a standard and contributed a ceremonial basket from his collection of Indian artifacts as a raffle prize. NPS went over its goal by 5 percent.

Fields says he also contributes a significant amount to United Way and other charities "because I don't belong to a church." He practices a Native American religion.

Fields is the father of nine children, the oldest 35, and the youngest 13. He has nine grandchildren. He was manager of a Little League team in Santa Fe for 12 years and president of the league for 2. He was a football and basketball official for 22 years. He was an active participant in PTA, always helping to raise funds.

He has also participated in more weighty matters such as serving on a community task force to study Santa Fe's water system during years of water shortage. He is also on the President's Advisory Board of the University of New

Mexico Alumni Association and is president of the Alumni Chapter in Santa Fe.

Under Fields' direction, the National Guard takes the lead in the community in the March of Dimes Campaign. He also helps the Boy and Girl Scouts, sometimes furnishing equipment for youngsters who might not be able to afford outdoor experiences. Fields' weekday and weekend roles alike contribute to the general well-being of the citizens of the State and increase their quality of life.

Muir's resident poetess



The Volunteer-in-the-Park program at John Muir National Historic Site, Calif., is designed to be mutually beneficial to the site, the visiting public and the volunteer. This has indeed been the case in the happy relationship of the California poet and Victoriana buff, Diane Lando and the John Muir Site.

The visiting public enjoys seeing Lando in Victorian costume at the Muir home. Except for the difference in height, she bears a certain resemblance to John Muir's younger daughter, Helen.

Park visitors are surprised to see the Muir family "look alike," dressed in the costume of the time and busily writing at a student desk on the second floor of the Muir house. Her pen and paper are not a prop to help set a period scene. Lando is writing poetry with earnest concentration.

Most of the poetry inspired at the Muir site, is about John Muir and will comprise the bulk of Lando's third book of poetry, (her first book *A Cloud Full of Sky*, came out in March 1978, the second volume is in the hands of a publisher). One of her poems "Bricks" won a best category award in the annual Poetry Society of America contest.

The Muir site "loaned" Lando to Yosemite National Park so she could conduct a poetry workshop as a VIP in Yosemite Valley. The park enthusiastically asked her back for another workshop this year.

Lando is also a very gallant young lady. She has Multiple Sclerosis. Although she tires easily and finds the Muir house steps difficult, she is undaunted.

Calhoun: 'In it for the duration'



By Ronnie Spiewak
Public Affairs Office, WASO

Glen Echo Park Manager Audrey Calhoun is on the phone at her desk this Friday morning in January. From the conversation it appears that a crisis is emerging: a new personnel freeze is preventing a recently hired employee from remaining on the payroll. At Glen Echo Park, Md., as in most parks, every position is important, and the loss of this employee is a particular disappointment to Calhoun. But she remains cool and calm in the throes of what could be a difficult situation. She is new to the job of park manager.

Even though funding is limited for Glen Echo, as in all parks in the System, Calhoun has hopes and dreams. She is optimistic about the things that *can* be accomplished. She is particularly hopeful about upgrading maintenance of facilities and is eager to expand the arts programs to include minority performers and audiences. On a personal level she is eager to expand her own knowledge of the arts and arts management.

A native of Winnfield, La., Calhoun loves the Park Service. "I'm in it for the duration," she says emphatically. She says she owes her employment to a chance meeting with several NPS employees during a Federal Government Career Day at her college.

Calhoun's first stint with NPS took her to Yellowstone National Park the summer after graduation in 1971. The seasonal position was made possible through a minority recruitment program. The unexpected opportunity took her out of her home State for the first time. The beauty of Yellowstone and a serious interest in NPS convinced Audrey to pursue her studies, and so she entered Louisiana Technical University in the Fall of 1971 and embarked on a 2-year

undergraduate program in forestry. (She already had a B.S. degree in biology.) Her wish to work full-time for NPS came true when she was offered a temporary park technician position on the George Washington Memorial Parkway, Md.-Va.

Calhoun is modest about her success with NPS. She attended Horace M. Albright Training Center and was first assigned as a ranger at the C & O Canal National Historical Park, Md.-D.C.-W. Va., and then at Greenbelt Park, Md., where her duties included interpretation, law enforcement and coordination of the campground operation.

One of the most satisfying experiences of her early NPS career took place at Law Enforcement School in Glynnco, Ga., where she was enrolled with several women in a class of mostly men. It took time and physical stamina to convince her male colleagues that women could really meet the challenge in a physical sense but they finally were accepted, and Calhoun and her NPS sisters felt gratified.

In 1976 Audrey was assigned to Prince William Forest Park, Va., where she served for 4 years as a park naturalist. It was here that she became aware of her great love of the out-of-doors. And outdoor duty is where Calhoun prefers to specialize in what she hopes will be a lengthy career with NPS.

Sam Holmes: At home at Gateway



By Manny Strumpf
Public Information Officer
Gateway NRA, N.Y.-N.J.

Sam Holmes has traveled much of the globe and his professional associations have included internationally recognized photographers, authors and publishers. Yet, he claims to be very much at home in New York.

"Gateway (NRA) is a great place to unwind, swim and have fun . . . But I'm particularly interested in it as a place for

exploration, discovery and learning," Holmes said.

"Working here, I've learned how rich in marine life our waters are. As an example, despite pollution we even have a native seahorse. School kids are really excited by what is here.

"I've also seen how well the place works for city kids who are having their first experience camping, and how much our community gardening programs can mean to people of all ages. I continue to be excited about Gateway as a place where people can try out new sports, learn arts and craft skills and where young performers can find audiences.

"I've not even yet begun to talk about some of our prime resources . . . Our Wildlife Refuge and Holly Forest, and the historic stories Gateway has to tell about the military defense of our port and the development of aviation," says Holmes who is Gateway's chief of Interpretation and Recreation.

Holmes was actually a part of Gateway a year before it opened in 1974. He had been assigned to the Park Service's Washington Office of Environmental Interpretation and later to Federal Hall National Memorial in New York City as an environmental education specialist. When Gateway was established by the Congress, he was assigned to help plan for its opening.

This was a natural for the 56-year-old Connecticut native who holds a journalism degree from the University of North Carolina and who had worked for various newspapers and for UPI in Tallahassee, Fla., before coming back north to Magnum Photos, a cooperative with offices in New York and Paris.

Holmes left Magnum in 1962 to become a freelance photo and editorial researcher for book publishers, magazines and exhibitors. Among his projects was collaboration on the John F. Kennedy book, *A Nation of Immigrants*. He also was retained by the Canadian government to help develop two exhibits for Expo 67 in Montreal, *Camera As Witness* and *Man, His Planet and Space*. He also planned or researched exhibits for the Smithsonian and for the World's Fair in Osaka in 1970.

In addition to doing research projects for the Park Service in 1967, he worked for McGraw-Hill publishing company on a two-volume American history in which "we tried to capture the spirit of the times by using art created during each specific period."

During that time he commuted regularly between New York and Washington to assist in several projects for the National Endowment for the Arts. He wrote articles and conducted a summer course in Aspen, Colo., on uses

Continued next page.

of photography. Among his assignments was research for the *Time* cover story on the Attica Prison riots.

Despite Sam Holmes' previously hectic and exciting pace, and his recognition as an expert in his field, he is comfortable at Gateway where it's not unusual for him to work long after others have gone home.

He and his staff are continually planning and implementing programs in history, environmental education and recreation. For example, his office is responsible for the annual harvest fair, which brings together such diverse groups as New York City agencies, Cornell University and Gateway as well as thousands of neighborhood gardeners from the five boroughs.

His staff is responsible for Ecology Village, 2-day camp programs for children who learn how to live with the environment, see how vegetables are grown and see marine life of Jamaica Bay.

Although he recalls the excitement of working with famous photographers and artists and seeing his work in books, magazines, world's fairs and museums, Holmes gets equally excited about the potential of Gateway for the people of New York.

"I think it is our job to make Gateway a catalyst for a better quality of life," he says.

People on the move

ARNOLD, John B., Supv. Park Ranger, Gettysburg Natl Military Pk, to Park Mgr, Fort Larned NHS.
 BARAT, Charles B., Park Tech., Big Thicket Natl Preserve, to Same, Cape Hatteras NS.
 BINNEWIES, William G., Park Mgr, Morristown NHP, to Same, Bighorn Canyon NRA.
 BREEDEN, Helen L., Admin. Tech., Lake Mead NRA, to Personnel Asst., Lake Mead NRA.
 BUNDY, George W., Motor Vehicle Opr., Grand Teton NP, to Same, Canyonlands NP.
 DUNN, Carla M., Park Tech., Prince William Forest Pk, to Purchasing Agent, Fredericksburg & Spotsylvania County Btld Mem. NMP.
 GREEN, Mary A., Park Ranger, Gateway NRA, to Park Tech., Gateway NRA.
 HAYES, Richard W., Concessions Mgmt Spec., Zion NP, to Same, Glacier NP.
 HINRICHTEN, Leigh, Park Tech., Grand Canyon NP, to Admin. Clerk, Grand Canyon NP.
 JOHNSON, John A., Maint. Mech. Foreman, John F. Kennedy Center, to Facility Mgr, John F. Kennedy Center.
 JONES UNDERWOOD, Regina P., Park Tech., GW Mem. Pkwy, to Lead Park Tech., NCR.
 KIMMITT, Mary P., Supv. Park Ranger, Indiana Dunes NL, to Park Ranger, WASO.
 MITCHELL, Patricia A., Budget & Fiscal Clerk, Wupatki NM, to Admin. Tech., Homestead NM of America.

MORRIS, Douglas K., Supv. Park Ranger, Cape Cod NS, to Park Ranger, WASO.
 OLAIS, Aniceto L., Park Ranger, Carlsbad Caverns NP, to Same, Pinnacles NM.
 REYNOLDS, James T., Supv. Park Ranger, Everglades NP, to Same, WASO.
 VEQUIST, Gary W., Supv. Park Ranger, Death Valley NM, to Park Ranger, Glacier NP.
 WARD, Charles D., Park Tech., Pea Ridge Natl Military Pk, to Same, Lake Mead NRA.
 WATSON, Michael D., Park Ranger, Everglades NP, to Same, WASO.
 WILSON, Laura P., Clerk, WASO, to Secretary, WASO.
 BLAKE, George W., Park Ranger, Delaware Water Gap NRA, to Supv. Park Ranger, Shenandoah NP.
 BROWN, Karren C., Clerk-Typist, MWRO, to Secretary, Big Bend NP.
 CHILDS, Richard G., District Ranger, Fire Island NS, to Supv. Park Ranger, Biscayne NP.
 COLARUSSO, Charles P., Maint. Worker, Lake Meredith NRA, to Maint. Mech. Foreman, Home of FDR NHS.
 DAPPRICH, Lisa T., Staff Asst., Golden Gate NRA, to Same, Yosemite NP.
 ELLIS, Margaret E., Secretary, PNWRO to Public Information Spec., PNWRO.
 FRYE, Janice M., Secretary, GW Birthplace NM, to Park Ranger, Fredericksburg & Spotsylvania County Btld Mem. NMP.
 HART, Leslie S., Historian, DSC, to Supv. Historian, ARO.
 HOWE, Gary K., Park Ranger, Canyonlands NP, to Park Mgr, Fort Laramie NHS.
 LA FRANCE, Charles R., Facility Mgr, Hot Springs NP, to Same, Valley Forge NHP.
 MACKENZIE, Mona F., Park Tech., Buffalo Natl River, to Same, Yellowstone NP.
 MONTANO, Betty V., Clerk-Typist, SW Cultural Res. Center, to Secretary, SWRO.
 MONTGOMERY, Jon B., Mgmt Asst., Delaware Water Gap NRA, to Park Mgr, Appomattox Crt Hse NHP.
 PERRY, Christopher F., Park Tech., Lyndon B. Johnson NHP, to Employee Devmt Clerk, SWRO.
 PFANZ, Donald C., Clerk-Typist, NCR, to Park Ranger, Fredericksburg & Spotsylvania County Btld Mem. NMP.
 PETERS, James T., Park Ranger, Organ Pipe Cactus NM, to Same, Bighorn Canyon NRA.
 PIERUCCIONI, Gary F., Supv. Park Ranger, NCR, to Same, C & O Canal NHP.
 PIPPIN, Robert L., Maint. Mech. Foreman, Padre Island NS, to Same Cape Hatteras NS.
 ROSS, Malcolm, Jr., Supv. Park Ranger, Assateague Island NS, to Mgmt Asst, Upper Delaware Natl Scenic River.
 VELLA, John M., Park Ranger, Edgar Allan Poe NHS, to Park Tech., Valley Forge NHP.
 WAGERS, William L., Park Tech., Lehman Caves NM, to Same, Petrified Forest NP.
 ATEs, David L., Architect, DSC, to Same, Martin Luther King, Jr., NHS.
 BALDOCK, Gene C., B & U Maint. & Oper. Foreman, Grand Teton NP, to Facility Mgr, Capitol Reef NP.
 CROSLAND, Patrick D., Supv. Park Ranger, Cape Hatteras NS, to Park Ranger, WASO.
 DECKMAN, Ryoichi O., Personnel Mgmt Spec., Grand Canyon NP, to Same, ARO.
 FAGERGREN, Fred J., Park Mgr, Perry's Victory & Internatl Peace Mem., to Same, Big Cypress Natl Preserve.

FARABEE, Charles R., Jr., Supv. Park Ranger, Yosemite NP, to Same, Grand Canyon NP.
 FINLEY, Michael V., Legis. Affairs Spec., WASO, to Park Mgr, Assateague Island NS.
 FOGLEMAN, Malcolm C., Concessions Mgmt Spec., Lake Mead NRA, to Same, Grand Teton NP.
 FREEMAN, Floretta T., Staffing Clerk, NCR, to Secretary, NCR.
 GAUSE, Ethel H., Contract Spec., Mount Ranier NP, to Procurement Ofcr, Lake Mead NRA.
 GRENNAN, Richard A., Maint. Mech., Home of Franklin D. Roosevelt NHS, to Maint. Worker Foreman, Home of Franklin D. Roosevelt NHS.
 HAVILAND, William K., Park Tech., Grant-Kohrs Ranch NHS, to Park Ranger, Bighorn Canyon NRA.
 JOHNSON, Michael K., Supv. Park Ranger, Hopewell Village NHS, to Same, Fredericksburg & Spotsylvania County Btld Mem. NMP.
 KOKUBUN, Robert U., Park Tech., Haleakala NP, to Maint. Worker, Haleakala NP.
 LOPEZ, Scott W., Park Tech., Cuyahoga Valley NRA, to Same, Canyonlands NP.
 LOVAAS, Allan L., Regl Chief Scientist, MWRO, to Supv. Biological Scientist, ARO.
 LUSK, Gilbert H., Park Mgr, Valley Forge NHS, to Same, Big Bend NP.
 LYNN, Elwood, Auto Worker, Rocky Mtn NP, to Auto Mech., Glacier NP.
 MC CORMACK, David A., Park Tech., Carl Sandburg Home NHS, to Same, Fort Caroline NM.

Retirees

Else E. Doherty Klondike Gold Rush NHP	Willard A. Troyer ARO
Daniel E. Hensley Shenandoah NP	Raymond E. Norman Homestead NM
Robert W. Beahm Shenandoah NP	Jessie E. Plowman Ozark Natl Scenic Rwy
McKenzie Jackson George Washington Birthplace NM	
Philip K. Long Shenandoah NP	Marion Terry Ozark Natl Scenic Rwy
James R. Sullivan Colonial NHP	Robert L. Burns Scotts Bluff NM
John W. Judd Shenandoah NP	Arthur F. Hewitt, Jr. MARO
Miriam B. Reeve Shenandoah NP	Alfred W. Schneider Pictured Rocks NL
Gordon T. Mason Appomattox Crt Hse NHP	
John McColvin Independence NHP	Robert R. Spike Coulee Dam NRA
Evelyn B. Carlson Homestead NM	Milo E. Anderson Nez Perce NHP
William J. H. Holman Isle Royale NP	Simon Simonian Olympic NP



E&AA News and Notes

Rector now ex officio

We now have a full slate of officers and representatives for the E&AA Board of Directors, except for a new Vice Chairperson, an Employee Representative from the Alaska Region, and a replacement from the Mid-Atlantic Region. When three names have been submitted from the nominating committees, a Board-vote will be requested.

There was a unanimous vote by the Board for Pat Smith as Educational Trust Officer. The vote for the Western Region's Alumni Representative was Thomas Tucker and for the Southwest Region's Employee Representative, Jo Ann Kryal.

Two changes in Board policy, which were proposed last fall when the Board met at Rocky Mountain, were passed by vote. These are: (1) The Vice Chairperson will automatically succeed the Chairperson; and (2) Alternately an employee member and an alumni member will be elected as Vice Chairperson and Chairperson. A Bylaw change also was passed by vote: The outgoing Chairperson will remain an ex officio member of the Board for one year following a 2-year term as Chairperson.

The marked-up copy of the Bylaws was unanimously approved by the Board, and many comments were made about the fine work members of the task force did in reviewing and updating the Bylaws. Our special thanks to Bill Locke, Mary Benson, Tom Ela and Ray Rundell for this work.

With the Board's new policy, Dick Hart will automatically succeed me as Chairperson; so this will be my last correspondence to you as a Chairperson. I am sure you will give Dick the same outstanding support you have given me during my 2-year term of office.

It was a pleasure serving as your Chairperson, and a special thanks for the support each of you gave. Your active support certainly helped make things happen for E&AA during this 2-year period.

Roger K. Rector
Chairman of the Board, Ex Officio

(Dick Hart, Chairman, E&AA Board, 1417 Davenport, Sturgis, SD 57785.)

New Zealand trip news

Several of our loyal E&AA travelers have cancelled out for the 1981 New Zealand tour, so if you have been considering this tour, or know of others who would be interested, please phone Tom Ela, (505/983-6830) or write to him at 1208 Placita Loma, Santa Fe, NM, 87501.

Founders Day plans advance

By Jim Kieley
E&AA Alumni Editor

Wide employee and alumni participation in a Founders' observance marking the 65th anniversary of the NPS Act is the major objective of the 1916 Society of the National Park Service in planning an event for August 25.

The Society was organized last year by Service alumni of the Washington, D.C., area as an affiliate of the Employees and Alumni Association. It hopes that employees and alumni in California, Arizona, Seattle, Denver and other parts of the country will organize similar groups within the E&AA framework to sponsor the Founders' Day observance for employees and alumni in their respective areas. Letters prompting them to do so have been sent out over the signatures of new E&AA Board Chairman Dick Hart, the 1916 Society Chairman T. Sutton Jett, former Regional Director of the National Capital Region, and former Director Conrad L. Wirth, E&AA Board Member at Large.

The planning committee of the Washington-based 1916 Society is investigating the feasibility of setting up a telephone network with other participating groups over which all could join in a program featuring prominent personalities. This was suggested by a successful transcontinental telephone hookup at last year's Washington group dinner, when the audience heard conversations with Horace M. Albright in California during which the former Director was informed that he had been awarded the Presidential Medal of Freedom.

As another feature of the 65th Founders' Day observance, the 1916 Society is preparing a special publication to be distributed to all NPS employees now on board, as well as all members of the Employees and Alumni Association.

The special 65th commemorative booklet will contain articles about the first NPS Director Stephen T. Mather, his assistant Horace M. Albright, who succeeded him as the second Director in 1929; and other articles about various facets of the work in carrying on the mission of the Organic Act, over the past 65 years. It will include a sound sheet of Albright's recollections on the problems and ultimate success in getting the NPS bill through Congress the summer of 1916, and finally approved by President Woodrow Wilson on August 25. The publication will be bound in a special cover designed to enhance its value as a keepsake.

The planning committee has in preparation an interesting program for this year's 1916 Society Dinner Meeting to be held at the National Geographic Society's Membership Building at Gaithersburg, Md., (near Washington, D.C.) on August 25. These arrangements are expected to be completed in time to be announced in the July issue of the COURIER.

Attendance at the Washington dinner has been developed over the past 10 years by maintaining an updated list of NPS alumni in the area. More recently, efforts have been made to encourage employees in the area to attend also. Invitations will be sent to all who would like to be placed on the expanded employee-alumni list, and employees in particular are urged to participate. (See form included. Please cut out and mail today!)

Mrs. Rita A. Mastin
9314 Cherry Hill Road - Apt. 413
College Park, MD 20740

Please put my name on the invitation list for the Founders' Day dinner on Aug. 25 sponsored by the 1916 Society of the National Park Service.

My status is:

NPS employee

NPS retiree or former employee

Please type or print:

Name _____

Address _____

(Street and number)

(City or town)

(State and zip code)

E&AA Educational Fund loans

By Theresa G. Wood
Executive Secretary
Employees and Alumni Association

It has been my pleasure to serve as Educational Trust Fund Officer for the Employees and Alumni Association of the National Park Service since February 1980. However, I have turned the reins of Trust Fund Officer over to Pat Kerns Smith of the Washington Office who was recently elected as WASO representative and Educational Trust Fund Officer. I will continue in my role as Executive Secretary for the Board and plan to remain active on the Trust Fund Board.

In the past year-and-a-half I have learned that one of the most rewarding projects the E&AA is involved in is the granting of interest-free educational loans for the worthy youngsters who are seeking a Bachelor's degree, or any kind of undergraduate work, and who are dependent children of NPS employees or members of the E&AA.

However, although it has been rewarding it has also been one of the toughest jobs we have to do. Along with the pleasure of granting these loans comes the sometimes unpleasant task of securing repayment. The trust fund is a revolving one and unless loans are repaid in full on the due date or in a timely fashion at some time in the future, our supply of funds would become exhausted.

The greatest support we receive is from the various women's organizations. Over the years these ladies have donated \$90,211.20 to the fund. As you can imagine this amount represents thousands of hours of unselfish and uncompensated time for bake sales, rummage sales, raffles, quilting parties and any other project the ladies dream up to earn money for the trust fund.

We also receive many memorial donations given in the memory of a loved one, a friend or former co-worker in lieu of flowers or cards. These donations have grown to a great extent over the past few years and are living memorials to a person's memory because of the revolving nature of the Educational Trust Fund. \$10,787.30 has been donated over the years from memorials.

The golfers who participate in the Frank F. Kowski Memorial Tournaments throughout the National Park System are also great supporters of the trust fund. This source netted us over \$900 last year.

We never cease to be amazed at the many innovative ideas that our employees and alumni come up with that

result in money for the trust fund. It seems that any gathering of NPS employees and alumni is a good opportunity to collect donations for the trust fund.

In these times of economic crises we realize it is sometimes a hardship on the parents and the graduate to repay a loan in full on the due date, which is one full year after graduation day, or in a timely fashion. *However, we must be repaid.*

We have had a few serious problems with delinquent cases. In one instance we had to resort to the hiring of a collection agent to secure repayment and in a few other cases our letters of plea for repayment of outstanding loans went unheeded until we got "tough." Many, many hours of volunteer time on the part of the Board as a whole and the Trust Fund Officer in particular must be spent in the pursuit of payment for the outstanding loans. We are persistent in seeking repayment, but in cases where it is just impossible for a family to repay the loan in full on the due date we are willing to go along with regularly scheduled monthly payments.

The women's organizations and others work very, very hard for the Trust Fund and rely on the Educational Trust Fund Board to administer it properly. We must be diligent in our efforts to secure repayment for the continuing life of the Trust Fund. Along with the pleasure of granting the loans goes the grave responsibility of securing repayment.

When applying for a loan, please keep in mind that the due date will come around and the Trust Fund Board will persevere until full payment is received.

Alma mater honors Gregg

H. Raymond (Ray) Gregg, who retired from the superintendency of the Jefferson National Expansion Memorial, Mo., in 1965, received the Distinguished Alumnus Award from Hendrix College at Conway, Ark., at a convocation on May 2.

Ray's superintendency of JNEM coincided with an important phase in the building of the Saarinen Arch. Most of his career, however was in the field of interpretation, at Rocky Mountain National Park, Colo., and in the National Capital parks. At Rocky Mountain, before World War II, he initiated a series of widely-praised radio programs which originated in the field during nature walks with children. Much of the varied program of interpretation in the National Capital Region was originated by him.

Other assignments in Ray's career were as assistant chief naturalist in WASO, Regional chief of Interpretation, Midwest Regional Office, and superintendent of Hot Springs National Park, Ark., in which area his career began as a ranger in April 1933.

Since his retirement Ray and his wife Jeanette have been living in Fort Smith, Ark.

—Herb Evison.

Yellowstone brats reunion

Were you born in Yellowstone National Park? Did you grow up there? Did you spend part of the halcyon days of your youth in the Yellowstone area? Well, then, you're invited to attend the first-ever Yellowstone NPS Brats Reunion on June 20.

Honcho for the event is George Mattson, 47 Hitching Post Road, Bozeman, MT 59715. Tel. (406) 587-3931 or 1240.

Your E&AA Representatives

Richard Hart	Chairman of the Board	William H. Ledford	Treasurer of E&AA
Vacant	Vice-Chairman	Earl M. Semingsen	Special Membership Officer
Theresa G. Wood	Executive Secretary		
Pat Smith	Educational Trust Officer	At large	Conrad L. Wirth
		James F. Kieley	E & AA Editor

Mid-Atlantic
Employee-Vacant
Alumni-Nate Golub

Western
Employee-Roger K. Rector
Alumni-Thomas Tucker

IIFC
Employee-Richard Russell

Southeast
Employee-Vern Ingram
Alumni-George Fry

WASO
Employee-Pat Smith

NCP
Employee-Sandra Alley
Alumni-Ted Smith

Midwest
Employee-James L. Ryan
Alumni-Raymond Rundell

North Atlantic
Employee-John C. Raftery
Alumni-Nash Castro

Rocky Mountain
Employee-Frances Reynolds
Alumni-Richard Hart

Southwest
Employee-JoAnn Kryal
Alumni-Tom Ela

Alaska
Employee-Vacant

Pacific Northwest
Employee-Don Jackson
Alumni-Victor Dahlberg

Denver Service Center
Employee-Norman Reigle

Ann Schramm honored by E&AA

Ann Schramm, Employee & Alumni Association membership manager, has been presented a Life Membership by the E&AA Board of Directors. Associate Director for Management and Operations Stanley T. Albright made the presentation to her at an April 29 reception.

Schramm retired from the Government May 15.

The Board cited Schramm for "her unstinting determination to bring all records of the E&AA in the central office into an orderly system."

When she started this job last year, membership records were in a state of disorder and she worked diligently to bring the records up to date and to establish an effective billing process.

The Board also said that "Ann's friendly manner and cooperation



(From left) Smith, Albright, Schramm, Wood and Ledford.

have improved the image of the E&AA with its members, the National Park Service and the public."

Ann and her husband, Fred, will continue to reside at 12010 Coldstream Dr., Potomac, MD 20854.

7th Kowski golf tournament slated

The seventh annual Frank F. Kowski Memorial Golf Tournament will be played at courses across America between Aug. 15 and Oct. 1.

Tourney Director Earl Hassebrock hopes there will 200 entries for the first time ever.

A record of 199 turned out for the meet, won by Edward Drotos of the National Capital Region, a year ago.

The purpose of the tournament is to give golfers a chance to compete on a Servicewide basis and to raise money for the E&AA Educational Trust Fund in the name of Kowski, former Southwest Regional Director and the first supervisor of the Albright Training Center.

In the first 6 years, \$2,353.92 have been raised for the fund.

The ground rules are essentially the same as in prior years. Local tournaments will be organized between Aug. 15 and Oct. 1. Scorecards and entry fees of \$3 must be sent to Hassebrock who will then compute the winners under the Callaway Handicap System.

Awards will be given on a Servicewide basis for the top three low net scores and for the low gross score. There will also be awards for the person closest to the pin off a designated par 3 hole and for the person who sinks the longest putt.

Previous tourney champions (low net) were Herky Allcock, Western Region, 1975; Henry C. Craine, Mammoth Cave National Park, Ky., 1976; Jim Mardis, Sequoia-Kings Canyon National Parks, Calif., 1977; Charles "Spike"

Cottonwood, Sequoia-Kings, 1978; Jim Ryan, Southeast Region, 1979; and Drotos a year ago.

Hassebrock noted that the Callaway System does a good job of evening up the score between good golfers and duffers. Although the good golfer maintains an advantage, it is not unusual for a high shooter to score well, as happened in 1979, when one golfer shot an even 100, but scored a 71 under the Callaway System for a top three finish.

Hassebrock said the tournament is open to all NPS employees and retirees. Friends of the NPS and the late Frank Kowski may participate but are not eligible for national prizes. They can compete for local prizes, however, if the local committees approve.

Join the E&AA

Your membership will give moral support in providing a better National Park COURIER, entitle you to participate in the NWC Savings Plan, and give you a voice in the shape of things to come. PLEASE JOIN TODAY.

Treasurer, Employees and Alumni Association of the National Park Service, P.O. Box 7144, Arlington, VA 22207

I am a ☐ New Member, ☐ Renewal, or ☐ Other. I am also an Employee ☐ or Alumnus ☐. Enclosed is \$ _____ FOR E&AA Membership and subscription to the National Park COURIER. Also enclosed is \$ _____ as an additional gift to the E&AA.

Name _____

Street & Address _____

City & State _____ Zip _____

Membership Rate — 1 year — \$10. Special Membership: Life — \$100. (Pay in full; or 4 partial payments of \$25. a year for 4 years; or 5 partial payments of \$20. a year for 5 years. Second Century Club—\$200. Supporting Donor—\$500. Founder—\$1,000.

SAR cites Director

Director Dickenson has received the Meritorious Service Medal from the National Society of the Sons of the American Revolution.

The Director was cited for "outstanding contributions . . . for the preservation of monuments, battlefields, cemeteries and historic sites of the American Revolution."

The Society also cited the Director and the National Park Service for "dedication and commitment to the task of making the history of the American Revolution live in the memory of every citizen."

The Meritorious Service Medal bears the likeness of Thomas Jefferson and was presented to the Director April 13 at the Jefferson Memorial in Washington, by Warren G. Hayes, Jr., secretary general of the Society.



Books

Another Such Victory

"Another such victory would ruin the British Army!"

These were the words of Charles James Fox when news arrived at the House of Commons in London of the costly victory at Guilford Courthouse, N.C., March 15, 1781.

Thomas E. Baker, a historian for the National Park Service, gives a lively and detailed account of that Pyrrhic victory which devastatingly weakened the British, started Cornwallis on the road to Yorktown and ultimate surrender to Gen. George Washington.

He also tells the story of the 2-months prior to the battle in which Lord Cornwallis' and Gen. Nathaniel Green's armies foxtrotted across the rebellious colonies of the South before they finally met in bloody combat.

After the sun had set on the battleground that evening, Cornwallis counted his losses. More than 500 of the finest British troops in North America were killed or wounded in the fields and thickets surrounding Guilford Courthouse.

Crippled by the loss of one-quarter of his army, Cornwallis marched his devastated troops into hiding in Virginia, where 7 months later they were trapped by superior American and French forces.

Because of the losses suffered at Guilford Courthouse, the so-called British "triumph" there, was, in reality, a

harbinger of final American victory in the War for Independence.

"Another Such Victory" is issued under the Eastern Acorn Press and is available through the Superintendent of Guilford Courthouse National Military Park, N.C., P.O. Box 9806, Greensboro, NC 27408.

Harpers Ferry-

Times Remembered

"Harpers Ferry, with its rich legacy and in its stunning setting affords a wealthy opportunity for a study in contrast." So writes Martin Conway, author and former superintendent of the historical park, in his forward to "Harpers Ferry, Times Remembered."

The high quality, hard-covered book is profusely illustrated with views of Harpers Ferry—old prints and engravings, historical photographs and recent photos. To achieve a contrast, Conway has carefully researched and collected historic views of Harpers Ferry and then juxtaposed them with his own recent black and white photos. This technique gives a splendid idea of the historic town's growth, prosperity, demise in war and floods, stagnation and its late rebirth.

Conway supplements his pictures with captions and begins each chapter with a terse, fact-packed introduction. In the chapter on "Jefferson's Visit," he informs us that the pillars (of Seneca red sandstone) currently supporting Jefferson Rock were placed there between 1855 and 1860 by order of the armory superintendent because the free standing rock was "endangering the lives and properties of the villagers below."

There is the rare pre-Civil War photo of the U.S. Arsenal, a building totally destroyed in April 1861; a photo taken July 5, 1863, of the railroad bridge planking burning—a Union precaution against marauding Confederates during the Gettysburg campaign; two close-ups of the post-Civil War Bollman bridge just before collapsing in the 1936 flood, and a fine street scene of High Street around 1885. Conway also includes many of his own aerial photographs.

Harpers Ferry—Times Remembered by Martin Conway. (Reston, Va.: Carabelle Books. 1981. \$14.95.)



Letters

To the Editor:

The article by Nancy Garrett in the May issue of the COURIER concerning the Merit Promotion Program was very informative and timely. It points out the importance of developing good responses to the Ranking Factors (KSA's). In the interest of standardization of the KSA's, however, I hope we do not lose sight of the fact that almost every position has some requirement or responsibility that requires a special Ranking Factor. The value of the merit promotion process is the matching of the applicant's knowledge, skills and abilities against the requirements of the position. When the KSA's are done with this in mind it is much easier for the panel to properly rank the applications.

More important than standardization of the KSA's is a need to review the 1969

Qualification Standards. These standards set forth the job-related criteria including the general qualification requirements. Narrow and inflexible interpretation of the standards can preclude an application from being submitted to the panel for ranking. Regardless of how interested an applicant is in applying for a vacancy or how well qualified people may feel they are in their present position they may not meet the test of the general qualification requirements by the Branch of Employee Evaluation and Staffing (BEES). As a general rule, positions announced through the Regions will be given a much more flexible general qualification interpretation than will an identical type position by the WASO BEES.

From a personal point of view I am concerned about the perception of what experience is considered qualifying for a management position. My tenure in WASO has been beyond expectation and of value far exceeding description. I have invested 7 years in WASO, as a continuation of the Mid-Level Management Training Program, on the advice and counsel of advisers like Frank Kowski, Lynn Voles, Lynn Thompson and Glen Bean. Now my position is not considered qualifying for promotion in the park manager series.

With the cost-of-living trend people are giving serious consideration to the desirability and/or feasibility of an assignment such as WASO. A WASO assignment should be as attractive as possible to attract highly qualified and motivated field people. Without this attraction, policy will be made for the Field not by the Field. Part of the attractiveness of a WASO assignment must be the potential for rotation back to the Field. One need only walk through the halls of Interior and greet other members of the "Tenure Club" to know that rotation to the Field has not been that successful.

In recent months there has been considerable interest by the Director and field managers in the challenge we face in assuring that some WASO positions are staffed through a rotating process. The present and past leadership of the Association of National Park Rangers, Mike Finley and Rick Smith respectively, have expressed much the same concerns—due in no small way to their own recent assignments in WASO. The value of the WASO experience is evident to them in their new assignments as assistant superintendents.

The Merit Promotion Program is only as good as the results it produces. I hope that in exploring the possibility of standardizing the KSA's the Branch of Employee Evaluation and Staffing will revise the outdated Qualification Standards as well. The test of whether a

position is considered qualifying must be based on the duties, responsibilities and, above all, the experience being gained rather than such factors as series and job title. Then a WASO assignment would be a desirable consideration in a person's career development rather than a barrier. There are several people in WASO that would be pleased to assist the Branch of Employee Evaluation and Staffing in a review of the Qualification Standards. They have a personal interest in the process.

Eldon Reyer
Legislative Affairs Specialist
Office of Legislation, WASO

Deaths

Hubert W. Atchison

Hubert W. Atchison, a 30-year Park Service veteran died in Sacramento, Calif. of a heart attack March 20. Mr. Atchison was 84.

Mr. Atchison began his career at Mesa Verde National Park, Colo., in 1934 as a general foreman for construction and maintenance. He served at Colorado National Monument from 1936 to 1953 and supervised the construction and maintenance of the monument's well-known Rim Drive. He was later maintenance supervisor at Lake Mead National Recreation Area, Nev.-Ariz., and served there until he retired in December 1963. He returned to Lake Mead as a reemployed annuitant in 1965 and worked until his 70th birthday. Mr. Atchison received the Department of Interior's Meritorious Service Award in 1965.

He is survived by his wife Lenore, who resides at 1450 Topaz Way, Sacramento; four children, 15 grandchildren, and four great-grandchildren. His son, Alan, is chief ranger at Grand Teton National Park.

Walter A. Williams

Walter A. Williams, realty specialist for the C & O Canal National Historical Park, Md.-D.C., in the Land Acquisition Office at Hagerstown, Md., died suddenly May 11.

Mr. Williams joined the Park Service in 1964 at Chamizal National Memorial, Tex., and later worked on the land acquisition programs at Fire Island National Seashore, N.Y.; Indiana Dunes National Lakeshore, St. Croix National Scenic Riverway, Wisc.; Sequoia and Kings Canyon National Parks, Calif.; Lake Mead National Recreation Area, Nev.-Ariz.; Olympic National Park, Wash., and C & O Canal.

A native of El Paso, Tex., he is survived by his wife, Mary Helen of the home at 100 Wilcox Dr., Williamsport, Md. 21795; three daughters, Judy Maddox, Paula Gaume, and Margaret Southern; two sons, Walter and Michael, and nine grandchildren.

Burial was at Fort Bliss National Cemetery, El Paso, Tex.

Memorial donations may be made to The Christ Child Society, 5907 Cabrillo, El Paso, TX 79912, %Mrs. Burrell Goddy.

Bobbie Woodside

Alumna Bobbie Woodside, who served with the Park Service for more than 25 years as a "front office secretary" at the National Capital Region and Washington headquarters, died April 28. Last February she was made an Honorary National Park Ranger by Director Dickenson for her long dedication to the Park Service ethic. She was known throughout the Park System for her remarkable sensitivity and efficiency, as well as her perpetual sense of humor.

Following a private ceremony of family members only, she was buried in Arlington National Cemetery. She is survived by her husband, Woodie, a son Walt—a ranger at Biscayne National Park, Fla., two daughters and six grandchildren.



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A closeup of Great Smokies : Cades Cove

Cades Cove in Great Smoky Mountains offers visitors a charming closeup of some of the park's most interesting wildflowers, forests, wildlife and history. Gorgeous meadows nestled between the majestic mountains, the Cove is an excellent place to view everything from white-tailed deer and cotton tail rabbits to wild turkeys. Fragrant apple blossoms abound each spring in the Cove, and autumn brings a burst of colorful goldenrod, ironweed and asters.

The area speaks vividly of early pioneer life in the mountains of Tennessee. It is

an open air museum set aside to preserve the culture of the first white settlers to the area. They entered the Cove legally after an Indian treaty transferred it to the State of Tennessee in 1819. By 1850 the Cove was a thriving mountain community, supporting 685 members of 132 families. Today a gentle 11-mile loop road leads past authentic pioneer homesteads and an old mill and blacksmith shop. The road traverses lush open fields and leads also to old frame churches and quaint cemeteries, where many of the early settlers have been laid to their rest.

Life in this area seems today much like it may have been then. It is quiet, peaceful and natural. It is slow, its pleasures are simple. Cades Cove is a "micro" view of a "macro" park.



Hiking trails off Cades Cove loop road lead to authentic old dwellings such as Elijah Oliver Place, pictured here.



Wild daisies grow along the road as do hundreds of other wildflowers.



The Pine Oak nature trail in Cades Cove offers a serene walk through beautiful pine and oak forests, a chance to take a closer look at the life that abounds in the Smokies.

—Photos and text by Candace Gerry.

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