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Pacific Southwest Research Station, Albany, CA 94710

New Station Director Offers Views

This is the first of two columns by new Station Director Hal Salwasser responding to questions put to him by FYI. The second column will appear in the next issue.

Q: *What was your reaction to being asked by the Chief to become Director of the Pacific Southwest Research Station?*

A: I am really pleased that Chief Mike Dombeck asked me to fill in behind Jim Space. When the PSW Director's job came open, Chief Dombeck and I were of one mind that the needs of the Forest Service for Station leadership and my experiences and skills were too good a fit to pass up.

I regret leaving my current position as Regional Forester with all that is underway here in the Northern Rockies. The people up here are just superb and the landscapes every bit as special as California's and the Pacific Islands. I have learned more than I ever imagined in my 5 years here, first as Boone and Crockett Professor of Wildlife Conservation at the University of Montana, then as Regional Forester.

Q: *Anything memorable about your experience at the university?*

When I came to the University of Montana in 1992, then-Deputy Chief for NFS Jim Overbay told me he had only one expectation: repair relationships between the Forest Service and the university (the Bitterroot controversy and Bolle Report of 1970 were still festering). I am pleased that I was able to help accomplish that task and more. I never imagined that I would also be given the privilege of heading up a Region of the Forest Service as part of my tour here, but Chief Jack Ward Thomas thought that would be a useful second task for me and I am forever grateful for his confidence.

Q: *What do you consider to be the biggest challenges facing you as the new Station Director?*

A: As I have been reading the materials Jim Space sent along to acquaint me with the Station and its programs, I am repeatedly struck by the gap between the needs for science and technology regarding natural resources in California and the islands and the research and development resources available to meet those needs. Clearly, we need stronger capabilities (budget and people) to address R&D demands. But budgets and staffing are headed in the opposite direction. Thus, among all the challenges I see ahead, increasing financial and human resources in the Station strikes me as the biggest.

(continued on page 2)

Salwasser Named PSW Station Director

Seven top-level appointments were announced by Chief Mike Dombeck on August 8, including that of Hal Salwasser as the new PSW Station Director.

Hal will succeed Jim Space, who will retire on October 3 after nearly 40 years of Federal service. Hal's reporting date has not been set yet, but is expected to be sometime in October (see interview in adjacent column).

The other six appointments announced were:

* Ron Stewart, from: Associate Deputy Chief—Programs and Legislation and Acting Deputy Chief; to Deputy Chief—Programs and Legislation, FS Washington Office. Ron was PSW Station Director from 1988 to 1990.

* Sandra Key, from Forest Supervisor, Bridger-Teton National Forest, Jackson, Wy.; to Associate Deputy Chief—Programs and Legislation, FS Washington Office.

* Gloria Manning, from Deputy Regional Forester—Resources, FS Southern Region, Atlanta, Ga.; to Associate Deputy Chief—National Forest System, FS Washington Office.

* Dale Bosworth, from Regional Forester, FS Intermountain Region, Ogden, Utah; to Regional Forester, FS Northern Region, Missoula, Mont.

* Elizabeth Estill, from Regional Forester, FS Rocky Mountain Region, Lakewood, Colo.; to Regional Forester, FS Southern Region.

* Lyle Laverly, from Director of Recreation, Heritage, and Wilderness Resource Management, FS Washington Office; to Regional Forester, FS Rocky Mountain Region.

Chief Dombeck called the appointees "the cream of the crop when it comes to natural resource management—highly respected by their peers and beyond repute professionally."

Hal Salwasser has been Regional Forester of the FS Northern Region since 1995. His reassignment to PSW brings him back to an area where he has strong ties. He was reared in Fresno, Calif., and received a biology degree at California State University, Fresno (1971) and a doctorate in wildland resources science at the University of California at Berkeley (1979).

He began his FS career as a wildlife ecologist with Region 5, in Nevada City, Calif. Hal served, in succession, as wildlife ecologist, Deputy Director of Wildlife and Fishery, and Director of New Perspectives in the FS Washington Office from 1982 to 1992. Hal has also taught at Colorado State University (where he also served as Boone and Crockett Professor), at California State University, Sacramento, and at UC-Berkeley. In addition, he is the author of approximately 65 scientific and popular publications.

(Salwasser, continued)

Maintaining a diverse workforce, meeting the goals of the Secretary's civil rights agenda, and strengthening financial performance are also high priorities.

Q: *What are your goals upon becoming Station Director?*

A: I have several goals. After 2 years as RF, 2 1/2 years as Professor and 2 years as Director of New Perspectives, my biggest goal is to stay in this new job for more than 2 years! Despite having done three, 2-year jobs in a row, I need to tell you I want more stability so I can fulfill what I set out to do. My other goals are pretty straightforward. I want to get up to speed as quickly as possible so I can become an advocate for the Station and its mission. I want to see the Station and Forest Service Research and Development play stronger roles in natural resource policy and management. I want to continue the strategic vision that former Station Director Barbara Weber helped the Station develop, and stay the course on the leadership style, teamwork, and vision that Jim Space brought. When we all get in synch on how to better align our capabilities with the general issues, resource challenges and institutional needs that you have been working on recently, I will lead the way on restructuring our budgets, partnerships and staffing for competitive advantage. I've never taken a job to lead a retreat.

Q: *What do you consider to be the Station's priorities?*

A: From the limited reading I have done in the past few weeks, I see that the Station has correctly identified the forces that will drive our focus and priorities for the next decade. They revolve around the effects of human population growth, the consumptive nature of our lifestyles, and the cultural diversity (attitudes, traditions, values and expectations of the many different cultures) that is one of the great assets of California and the Pacific Islands. The Station cannot address all the R&D needs that these forces create, but we can sure be a major player.

Q: *What about PSW's relationships with cooperators?*

A: We'll need to strengthen our complementary relationships with the PSW Region, other Federal agencies, universities, States, industries, and conservation groups to increase our overall R&D capacity. That is one of the lessons I bring from my tenure as Regional Forester in the Northern Rockies.

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Personnelly Speaking

Appointments

* Jennie Bennett, Support Services Supervisor, Redding, on August 1.

* Bill Laudenslayer, from Acting Project Leader—Sierra Nevada Montane Ecosystems Research, Fresno, to Project Leader.

Cash Award

* Connie Gill, Station Public Affairs Officer, Redding, "in recognition of your extraordinary efforts in planning, supporting, and coordinating the Lake Tahoe Presidential Event."

Resignation

* Laura Watkins, Research Support Services, Redding, on August 1.

Job Vacancies

Visual Information Specialist, GS-1084-7/9, Albany	9-8-97
Biological Sciences Technician, GS-0404-5, Hawaii	9-5-97
Wildlife Biologist (temp.), GS-0486-5, Tulare	8-25-97

Closes

Executive Calendar

August 18-22

Space	M-F: Albany
Aune	M: Redding; Tu: Mad River; W-Th: Redding; F: Eureka
Bell (Acting)	M-F: Kirkwood
DeMuth (Backup)	M-F: Albany
Ewel	M-F: Honolulu
Mason	M-Tu: Mt. Shasta; W-F: Albany

August 25-29

Space	M-Tu: Albany; W-Th: Snowbird, Utah; F: Albany
Aune	M-Tu: Albany; W-F: Redding
Bell (Acting)	M-W: Albany; Th: Sacramento; F: Albany
DeMuth (Backup)	M-F: Albany
Ewel	M-Th: Honolulu; F: Australia
Mason	M-Tu: Albany; W-F: AL

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