

f for Your information



Caring for the Land and Serving People

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Pacific Southwest Research Station, Albany, CA 94710

Chief in San Francisco for Civil Rights Talk

Several PSW staff members were present when FS Chief Mike Dombeck visited San Francisco on July 28, as the first stop on his tour of the country to speak to FS employees on the matter of civil rights. The meeting, hosted by Region 5, was attended by Station Director Jim Space; Assistant Director Garland Mason; Station Civil Rights Officer Gladys Evans; Marion Page, Insect Chemical Ecology Research, Albany; and Tom Munton, Sierra Nevada Ecosystems Research, Fresno, who is also the new PSW Civil Rights Committee Chair.

Gladys noted that “the Chief’s top three concerns were people management, or civil rights, business management, or balancing our books, and resource management. His challenge to us was to be pro-active—especially in the area of civil rights.”

The agency has done considerable work on civil rights, especially during the current calendar year. But the Chief notes that the FS is being judged by its backlog of EEO complaints, the number of incidents of sexual harassment in the workplace, the fact that its workforce does not yet reflect the diversity of our society or the public it serves, its work environment and level of employee trust, the accessibility of recreation and administrative facilities to people with disabilities, and allegations of reprisals against employees. “The Secretary of Agriculture heard the Forest Service described as one of those USDA agencies that discriminates openly, without accountability or consequence. The above examples show us how others see us, how we are judged, and what we need to change,” said Mike.

“We have chosen the theme ‘new direction and new opportunities’ to describe the improvements we want to make in how we meet our civil rights responsibilities,” he continued. “We now have opportunities to demonstrate our commitment by our actions, communicate clearly and meaningfully, build relationships based on dignity and mutual respect, work strategically on the ‘big picture,’ expand our competencies, listen, integrate civil rights into all programs, and—most importantly—know that we will be held accountable for achieving results, both for our actions and for our lack of action. You and I must work to deliver, integrate, and communicate these ideas to our people pro-actively and positively. I expect things to be different because of this effort.”

For Your Information is published every other week. Vince Dong (510-559-6324) and Lisa Wolters-Broder (510-559-6327), editors (DG:S27A). Field correspondents: Alfonzo Domingo (Hawaii), Brian Boroski (Fresno), Phil McDonald (Redding), Chris Nelson (Placerville), Lola Thomas (Riverside), Bob Ziemer (Arcata).

New Station Director Offers Views—Part Two

This is the second of the two-part interview with newly appointed Station Director Hal Salwasser, who will officially transfer to PSW on October 20. For the past 2 years, Hal has been Regional Forester, FS Northern Region, and for nearly 3 years earlier, was Boone and Crockett Professor of Wildlife Conservation at the University of Montana, Missoula.

Q: *With the Chief’s focus on “ways to bring people together to define a common vision for healthy, productive, and diverse Federal lands,” how do you see your role and that of the Station?*

A: We are all aware that our society sees natural resource issues and public lands, especially, as a battlefield. These constant battles dissipate the social, capital, and financial resources we need to create durable, common-ground solutions to wicked problems. Nowhere is this more true than in California. In other places, such as the Pacific Islands, just meeting the subsistence needs of people and dealing with invasions of exotic species place native ecosystems under great stress. Science can help society in both cases by bringing objective, credible information and options to the table. Our role is to advocate the reasonable use of the best information science can deliver, and ensure that monitoring the results of management actions tells folks how things are working.

Q: *How will your recent experiences as a Regional Forester benefit you in managing a research station and in working with scientists?*

A: As Regional Forester, I have learned firsthand the significant roles of science in managing ecosystems for sustainable development, through the Columbia River Basin Project, ecosystem restoration, endangered species conservation—and by the way, some of our endangered species up here eat people and property!—enhancing rural community vitality, mineral development projects, the return of fire to its natural role in disturbance ecosystems, and countless timber sales and grazing allotment plans. I have also learned how important science and technology are in communicating complex information to our many publics, in making decisions under risk such as the Escaped Fire Situation Analysis process that PSW pioneered, and in strategic policy planning. Finally, I have learned a lot from managing a workforce of 3,600 people, a land base of 25 million acres and a budget of \$250 million a year, and by protecting the treaty rights of 13 Federally recognized Indian

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Visitors to PSW

* Richard Kimberlin, Program Manager—Fire Management Research, Riverside, hosted eight visitors from Australia and New Zealand, in addition to two visitors from the Cleveland National Forest, on June 25. The visitors were touring fire research facilities throughout the United States.

* Bob and Jacie Klaver, senior scientist and biologist, respectively, from the U.S. Geological Survey/EROS Data Center in South Dakota, visited Francis Fujioka, Project Leader—Fire Meteorology Research, on June 30-July 3, to learn about current meteorology research information and models. They also presented a seminar, “Using GIS to assess forest fire hazard in the Mediterranean region of the United States.” Bob, Jacie, Bob Burgen of the Missoula Fire Laboratory, and Jennifer Rechel, Prescribed Fire Research, Riverside, are the developers of a fire potential index model for California.

Job Vacancies

Biological Sciences Technician, GS-0404-5, Hawaii	9-5-97
Visual Information Specialist, GS-1084-7/9, Albany	9-8-97
Office Automation Clerk, GS-0326-4, Redding	9-11-97

Closes

Executive Calendar

Space	M: <i>Holiday</i> ; Tu-F: Albany
Aune	M: <i>Holiday</i> ; Tu-W: Redding; Th: Blacks Mtn.; F: Redding
Bell	M: <i>Holiday</i> ; Tu-F: Albany
DeMuth (Acting)	M: <i>Holiday</i> ; Tu-F: Albany
Ewel	M-F: Australia
Mason (Backup)	M: <i>Holiday</i> ; Tu-F: AL

September 1-5

Space	M-F: Compton, N.H.
Aune	M-F: Denver, Colo.
Bell	M-F: Albany
DeMuth (Acting)	M-F: Albany
Ewel	M-F: Australia
Mason (Backup)	M-Tu: AL; W: Albany; Th-F: Monterey

September 8-12

(*New Station Director cont'd.*)

tribes. Believe me, these all taxed my managerial and leadership skills—and greatly expanded them, as well. These lessons will be invaluable in tackling my new assignment.

In a recent letter to Region 1 employees, I shared my view that science is one of the foundations of sustainable resource conservation. Economic capacity and social commitment are the other major foundations. I am not aware of any economically-stressed community or society that was capable of either conservation or sustainable resource management. Nor am I aware of any case of successful conservation where social commitment was lacking. But without a strong and constantly-evolving scientific foundation, economic capacity and social will alone are not enough to sustain healthy land and healthy human relationships with land. So, our role will be to bring awareness to what the science tells us on various issues and how Forest Service Research and Development can help strengthen that essential science foundation.

Q: How do you feel about “coming back home”?

A: I grew up in Fresno, went to school there and at UC Berkeley, started my research career on the Sierra and Modoc National Forests, then became the PSW Region’s first wildlife ecologist back in the 1970s. My family and most of my initial professional affiliations are still in California. So, I am a happy camper—on my way back to that Golden Gate. I look forward to renewing old acquaintances and meeting new people when I return to California.

Q: When can we look forward to seeing you come on board as the Station Director?

A: I anticipate that will be as soon after the first of October as is physically possible for me to sell a house, buy a house, and move. I hope not more than a couple pay periods at the most. My official starting date has been set for October 20.

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