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Pacific Southwest Research Station, Albany, CA 94710

## Harcksen Helps With FS-Education Bond

Kathy Harcksen, Forest Growth/Development Science Team, Redding, has been selected to help strengthen the bond between the Forest Service, conservation studies, and the education system in this country. She has been selected to coordinate the partnership between the FS and the National Science Teachers Association. "This is a brand-new partnership with the potential to reap great rewards for our agency, the NSTA, and, ultimately, the students," said Robert Lewis, Jr., FS Deputy Chief for Research and Development. Kathy developed a proposal that was to be turned into a Memorandum of Understanding concerning the partnership. The process will essentially develop pertinent FS research information into curriculum for use by teachers in their classrooms. The MOU includes a reward (Chief's Honor Awards) for scientists whose publications are chosen for use in classrooms.

Kathy was also recently selected by the president of the Society of American Foresters to serve a one-year term as a member of the Society's National Task Force on Conservation Education for Teachers. The task force's objectives are to determine the feasibility of a national conservation education program for teachers of grades K-12, and of incorporating the Forestry Institute for Teachers and similar programs into a national model for learning about forestry.

## Project/Group Leaders to Meet in March

Station Director Hal Salwasser has announced that a meeting of the Station Director, Assistant Station Directors, Program Managers, Project Leaders, and Group Leaders is planned for March 11-13, in Sacramento. The purpose of the meeting will be to discuss ecosystem assessments, Station strategic thinking, the marketing of research, and new administrative systems. The first day of the meeting will be shared with the Committee of Scientists. Proposed items for the agenda should be sent to Phil Aune, Program Manager at Redding.

## New to PSW

**Carmen Romero** has been the office automation clerk at the Station's Silviculture Laboratory at Redding since December 8, although she is far from new to the Forest Service.

Carmen started working with the agency in 1979, as a firefighter on the Carson National Forest in New Mexico. From 1980 to 1985, she served as a payroll clerk in the Tres Piedras/Taos Ranger District; was an information receptionist in the Supervisor's Office on the Carson NF from 1985 to 1987, and then

*(continued)*

## FS Moves to Increase Accountability

Changes to strengthen accountability in the FS were announced last fall by Chief Mike Dombeck. In a memo to the national leadership team and Washington Office Staff directors, he asked them to "take personal responsibility in helping restore accountability so the Forest Service can rebuild its reputation as a superstar agency."

To improve accountability, the Chief continued, "we must also change both behavior and attitude. The former is easier to alter than the latter because it is more visible. However, both must change if we are to have success."

The Chief outlined a series of changes in the WO which are aimed at improving accountability:

\* **Reporting Relationships:** Limiting the number of FS managers having direct access to the Chief. Pending the appointment of a new Associate Chief, all Regional Foresters will report to the Deputy Chief—National Forest System; all Station Directors, to the Deputy Chief—Research and Development; and the Director, Northeastern Area, to the Deputy Chief—State and Private Forestry.

\* **Responsibility:** Filling a position with an "Acting" individual when the primary individual is away for a short term is to be curtailed sharply.

\* **Memoranda:** Memoranda are no longer to be signed "for"—they are to be signed by the person who wrote it. In addition, the practice of using the third person in memos is to be discontinued. Names of persons are to precede titles.

\* **Senior Management:** A new organizational structure has been adopted. An Executive Committee, which includes the Chief and Associate and Deputy Chiefs, will create and review policy and meet each Tuesday; and a larger Management Committee, which includes the Executive Committee members and Regional Foresters and Station Director, will review operational matters and meet twice a month.

\* **Placing One Person in Charge:** Place one person in charge of each important project in the agency, with the team functioning to provide necessary input and act as a board of advisors.

\* **Scheduled Business Reviews:** Every Region, Station, Area, and other distinct business unit will participate in an in-depth, formal review of its activities at least annually to discuss its plans and achievements.

## Forthcoming Conference

The 13th Biennial High Altitude Revegetation Workshop will be held March 4-6, in Fort Collins, Colo. For additional information, contact Gary Thor, Colorado State University, at (970) 491-7296.

(New to PSW, contd.)

went into the dispatch unit in 1987. In 1990, she transferred to the Tahoe National Forest Emergency Command Center as a forestry technician/all-risk dispatcher. In 1994, she resigned from the FS, and relocated to Lake County with her husband, Marc, and their daughters Linda, now 15, and Angela, now 9.

"I spent a year working as a domestic violence counselor and two great years with the Lake County District Attorney's office in the family support division," says Carmen. "Then my husband relocated to Redding as California Department of Forestry Division Chief at North Ops, and I lucked out and got back on with the Forest Service. I'm very happy to be back." When the Redding lab isn't keeping her busy, Carmen enjoys traveling, camping, and sharing school and sports events with her daughters.

### Meetings/Conferences/Seminars

\* Jan Beyers, Prescribed Fire/Fire Effects Research, Riverside, spoke on "Impacts of post-fire grass seeding on vegetation recovery in southern California chaparral," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* Francis Fujioka, Fire Meteorology Research, Riverside, spoke on "PEGASUS: An integrated weather/wildfire modeling system," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* Bill Laudenslayer, Sierra Nevada Montane Ecosystems Research, Fresno, spoke on "Effects of fire snags in eastside pine forests in California," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* Evelyn McCaffery, Research Support Services, Riverside, attended the Senior Community Services Employment Program (SCSEP) Meeting, Nov. 17-21 in San Diego, Calif.

\* Jon Regelbrugge, Prescribed Fire/Fire Effects Research, Riverside, spoke on "Biomass and fuel characteristics of chaparral in southern California," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* Phil Weatherspoon, Disturbance Factors Science Team, Redding, spoke on "An ecological comparison of fire and fire surrogates for reducing wildfire hazard and improving forest health," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* David Weise, Prescribed Fire/Fire Effects Research, Riverside, gave a talk, "The Bee Fire: A case study validation of BEHAVE in chaparral fuels," and also moderated a discussion, "Fire's role in the chaparral landscape," which featured former Fire Ecology Unit Project Leader Susan Conard, who is now with the WO, at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

\* Pete Wohlgenuth, Prescribed Fire/Fire Effects Research, Riverside, gave a talk, "The effects of fire and emergency seeding treatments on hillslope erosion in southern California chaparral ecosystems," at the Symposium on Fire in California Ecosystems: Integrating Ecology, Prevention and Management," held Nov. 17-20 in San Diego, Calif.

### Job Vacancies

Wildlife Biologist, GS-0486-5, Shaver Lake  
Research Landscape Ecologist,  
GS-0408-12/13/14, Arcata

### Closes

2-9-98  
3-20-98

### Executive Calendar

### January 19-23

Salwasser . . . . . M: Holiday; Tu: Tahoe; W-F: Albany  
Aune . . . . . M: Holiday; Tu-F: Redding  
Bell(Backup) . . . . . M: Holiday; Tu-F: Albany  
DeMuth . . . . . M: Holiday; Tu-F: Honolulu  
Ewel . . . . . M: Holiday; Tu-F: Honolulu  
Mason (Acting) . . . . . M: Holiday; Tu-F: Albany

### January 26-30

Salwasser . . . . . M-F: WO  
Aune . . . . . M-F: Redding  
Bell (Backup) . . . . . M-F: Albany  
DeMuth . . . . . M-F: Albany  
Ewel . . . . . M-F: Honolulu  
Mason (Acting) . . . . . M: Albany; Tu-Th: Portland; F: Albany

Pacific Southwest Research Station  
U.S. Department of Agriculture, Forest Service  
P.O. Box 245  
Berkeley, CA 94701-0245