



OldSmokeys Newsletter

Newsletter of the Pacific Northwest Forest Service Retirees
www.oldsmokeys.org

Summer 2021



Falls Creek Falls 04 on Gifford Pinchot National Forest
Courtesy of USFS Pacific Northwest Region

President's Message

Welcome to the summer edition of our *OldSmokesys Newsletter*.

First of all I'd like to thank Steve Ellis and the entire OldSmokys Board for helping me transition in as the president. This is something I have never done before, so I am learning a lot! The work this retirement organization gets done is very important. We grant scholarships to deserving students. We provide funding to worthy projects that benefit from our funding. And we continue to produce a high-quality quarterly newsletter. This will all continue under my leadership.

Another benefit from our organization is providing opportunities for us to connect with friends and colleagues. It is exciting that a number of us turned out for the annual picnic. Although we wanted to resume luncheons at the Spaghetti Factory in September, the rising COVID-19 cases has put that on hold for now.

I retired over a year ago, and it has been a hard year. Connecting with friends and family through calls, visits (recently), and Facetime/Zoom have greatly helped my wife and me through the isolation.

Now that we are coming out of being shutdown, please take some time on a weekly basis to connect with other OldSmokey members who are your friends and colleagues. Let's help each other come out of the isolation and celebrate the connections we have.

Yours in service,

Tracy



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Memories

Reforestation Challenges and Opportunities in Region 6

1.3 to 4 million acres – that’s the acreage the USDA Forest Service Washington Office estimates needing reforested nationwide, the majority of which is in Regions 4, 5, and 6. Of the 4 million acres, 80 percent of those acres need reforested due to wildfire, and around 2 million acres require planting instead of relying on natural regeneration.

In previous decades, reforestation was straightforward, the matching of seed zones and seed sources was well established. Now, because of climate change, silviculturists must match seed sources not with today’s climate but the climate of the coming decades. Another complication is that the future forests may not grow in the footprint of current forests. Shifts in vegetation types are already underway and tree species at the edge of their range are succumbing to drought that’s resulting from climate change.

The work of the Genetic Resource Program and its geneticists such as Vicky Erickson will inform these reforestation efforts. Erickson is the regional geneticist for Region 6, a position she’s held for over 15 years.



Her focus is genecology, “the study of plants in relation to their climate and environment, and what drives plant adaptation,” she explains. In practical terms, Erickson studies why Douglas-fir is a “genetic specialist” and very tightly adapted to local climate conditions, while other species such as western white pine or western red cedar are considered “genetic generalists” and more tolerant of changing climates and environments.

Genetics, Seeds, and Climate Change

Although her work has always included a climate component, Erickson and her colleagues’ work is now focusing more on climate change and its impacts on management. “In my case, particularly reforestation, in terms of the species or seed sources that we use,” she says.

The reason why the current reforestation practices need reassessed is because of genetic lag; this is the mismatch of plants to adapt to their climate. “The trees that comprise [today’s] forest could have been established well over 100 years ago when the climates were very different,” Erickson says. “This means the seedlings and seeds they’re producing now are not the best adapted to the site, and that mismatch will only become greater over time

given climate changes predicted into the future.”

A pairing of current seed sources that match future climate conditions is one way to overcome this genetic lag. Each tree species is different in their adaptability to climate, which determines where it can grow. For example, Douglas-fir has a wide range of localized population variability that enables the species to have an expansive geographic range and elevations.

It’s this population variability that Erickson and others seek to identify and pair to areas that will have future climate conditions comparable to where the seeds are currently sourced. “We call it climate smart reforestation,” she says. “We really focused on the matching of climate to future conditions in terms of the seed sources as well as the species.”

One tool supporting climate smart reforestation efforts is the Seedlot Selection Tool (<https://seedlotselectiontool.org/sst/>) developed by Brad St. Clair, a research geneticist with the Pacific Northwest Research Station and Glenn Howe, a research geneticist at Oregon State University.

However, the Seedlot Selection Tool is only useful if the seed sources are available. Fifteen years ago, the Genetic Resource Program began discussing what’s needed to prepare for climate change. Seed sourcing was at the top of the list, and other items needing addressed included producing more seed and sourcing it from more locations, the planting of different tree species, and reinvesting in the seed orchards.

While there is sufficient nursery capacity to grow the seedlings, Erickson says there isn’t sufficient greenhouse space or storage, or personnel. Retirees would contribute invaluable and much-needed expertise in all aspects of reforestation from genetics to seed management. We need retirees to help mentor and train, says Erickson, adding, “we have so many new people, and they don’t have the experience.”

In recent years, reinvestments have been made into seed orchards, and the current approach to seed selection is being revisited. “Seed selection and reforestation work has all been done, in the past and is still currently, at the district level,” Erickson explains. “Now we’re talking about managing seed much more broadly at a subregional or even regional level. Where you obtain the seed to use in your reforestation unit won’t necessarily come from your district, yet we haven’t previously shared seed in our inventories. This is creating a lot of discussion and head scratching about how we’re going to manage this going forward.”

Continued on next page

Policy and Assisted Migration

Fortunately, there is legislation being discussed that would provide more resources for reforestation, including the Replant Act and the Trillion Trees Act. “Currently, we’re sitting on a \$30 million cap [to fund reforestation efforts] and these bills would either eliminate this cap or raise it substantial to free up money for replanting,” Erickson says, adding “So we’re really watching these [bills] and where they go.”

Policy changes are also being made to support climate-smart reforestation. Last year, a task force, of which Erickson was a member, worked with the National Office on a proposed reforestation policy that emphasized the role of climate change and how the agency would respond to climate change. The policy outlined “what we would advocate or change in our policy to allow for assisted migration, for example,” she explains. “[There was also] some modification of the species we use and the seed sourcing that we use.”

Because the revision was determined to be significant, it’s at the Office of Management and Budget for review and will likely be published in the federal register next year.

One aspect of climate-smart reforestation that is receiving attention within the region and across the agency—and is another option to overcome genetic lag—is assisted migration. This is a topic that Erickson says Region 6 has “lead the charge on for a number of years.” The task force also wrote a white paper for agency leadership to use when discussing assisted migration and their reforestation goals.

As to the agency’s position on assisted migration, “we’re not advocating for wide scale of movement of species outside their natural range at this point of time,” explains Erickson. “We’re talking more about little tweaks, like moving more ponderosa pine into Douglas-fir site types or certainly adjustments in our seed sourcing, moving seed from low elevations upwards and to more northern latitudes to provide for a better match to future climates say in the next 20-50 years.”

Throughout Region 6, there are a number of assisted migration demonstration plots that Erickson says will “help show silviculturists and line officers what’s happening and then embed [these seedlings] in larger reforestation plantings after fire.” *ON*

A Primer on Assisted Migration

The USDA Climate Hub has an Assisted Migration webpage that provides definitions of terms that are commonly used when discussing assisted migration.

- Assisted population migration (also assisted genetic migration or assisted gene flow) – moving seed sources or populations to new locations within the historical species range
- Assisted range expansion – moving seed sources or populations from their current range to suitable areas just beyond the historical species range, facilitating or mimicking natural dispersal
- Assisted species migration (also species rescue, managed relocation, or assisted long-distance migration) – moving seed sources or populations to a location far outside the historical species range, beyond locations accessible by natural dispersal

To learn more about assisted migration, visit <https://www.climatehubs.usda.gov/hubs/northern-forests/topic/assisted-migration-forests>.

PNW Research Station Genetics Research

Interested in learning more about the PNW Research Station’s genetics research? Check out these publications.

The 1912 Douglas-fir Heredity Study: Lessons from a century of experience - <https://www.fs.fed.us/pnw/science/scifi235.pdf>

Nature and Nurture: Genetics and Climate Influence the Timing of Flowering in Trees - <https://www.fs.fed.us/pnw/science/scifi216.pdf>

Climate change likely to alter postfire forest restoration patterns - <https://www.fs.usda.gov/pnw/pnw-research-highlights/climate-change-likely-alter-postfire-forest-restoration-patterns>



This is a site of an assisted migration seedling trial where seedlings such as these will be planted. Photos courtesy of Vicki Erickson

2021 Summer Picnic Recap

At the OldSmokeys summer picnic, nearly 70 people turned out to catch up with friends and colleagues over lunch at the BLM Wildwood Recreation Area. In spite of the ongoing pandemic, and it being hot and smoky, everyone enjoyed having regained some sense of normalcy.

During the picnic, Sally Butts and Nora Miebach from the Regional Office addressed the group and shared an update on the ever-changing wildfire situation. They also talked about the importance of Job Corps to the mission of the Forest Service. To learn more about Job Corps visit <https://www.jobcorps.gov/>.

Thank you to everyone who came out and we hope to see you next year.



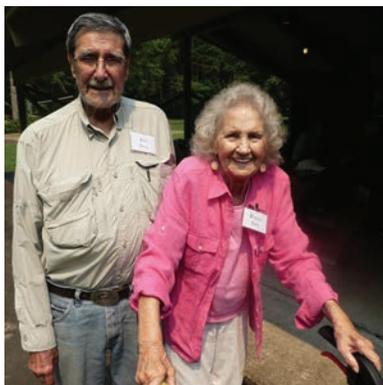
Photograph taken by Tracy Beck



Photograph by John Berry



Photograph by Rick Larson



Photograph by Rick Larson



Photograph by John Berry



Photograph by John Berry



Photograph by Rick Larson

Frontline and Personal Reflections: Diversity in the Workplace

In this Frontline and Personal Reflections column, we are continuing to highlight how the Forest Service became and is still working toward becoming a diverse agency that reflects the society it serves.

The OldSmokeys editorial team of Alan Matecko and Andrea Watts virtually sat down with Charles Hill and Robert Iwamoto learn about their experiences at the intersection of work and diversity in the agency.

Charles Hill began his career in 1981 as a Region 9 intern in the Co-operative Program (COOP) Student Career Experience Program (SCEP) program at the Regional Headquarters in Wisconsin.

He served in three regions and the national office. Through his 36-year career with the Forest Service, he remained in the administration side of the agency and retired as the Region 6 Acquisitions Management Director in February 2019.

District silviculturist, Resource Officer, District Ranger, Deputy Forest Supervisor, and Forest Supervisor are many of the titles that Robert Iwamoto held throughout his 35-year career with the Forest Service. Beginning his career in Region 5, Iwamoto later transferred to Region 9 and later Region 2, before coming to Region 6 where he retired on the Mount Baker-Snoqualmie (MBS) National Forest in 2011.

What follows is our conversation edited for length and clarity.

Our first experiences with the Forest Service

Iwamoto – My first job was during the summer of 1976 as a temporary employee on the survey crew with the Big Bar Ranger District on the Shasta-Trinity National Forest. The project we worked on was a timber sale, and we ran the p-lines and did cross sections for a road. We did that pretty much all summer.

At that time, Big Bar had a population of 100 people, and I was probably the only minority within 100 miles. I didn't experience any sort of racism at least on the surface.

I was very fortunate that there were several people who really supported me and treated me like the others. Our crew spiked out most of that summer given the project was almost two hours from the district office and the rest of the time we fought fires.

Hill – I started in 1981 working in the Procurement office in Milwaukee, Wisconsin. I was fortunate that I didn't have an initial small-town experience because I saw people who looked like me in the office. They embraced me, gave me pots and pans, and showed me love. I was fortunate, very fortunate, to have come into that environment, which was many, many miles away from my home in Arkansas, because there was at least some semblance of what I was familiar with. I felt accepted, if not in the office day-to-day, at least on the weekends where I would get a meal and be loved on. It's very often not understood that young African Americans might come into a rural-based Forest Service with some safety concerns from home. Some rural history/experience of parents, grandparents and family can make a new recruit's entry feel isolating, a bit risky, and maybe scary. I was very fortunate.

I'll say that my experience in the urban office was a slightly challenging: I was a trainee and an African American male. In the office, there were a few inconsiderate employees and it showed. But I also had others who did care about me and my experience. Those who cared, they got in the way of what could have been a few bad development experiences. Some good people and mentors made sure I did not run back to Arkansas and away from the agency.

Navigating discrimination within and outside the agency

Hill – I've been African American all my life, and so I tend to expect certain kind of behaviors in the broader culture. The Forest Service is a reflection of our society, and you have to find and keep the good people in your career and personal orbit. I know some folk who are exposed to diversity and are welcoming of it and then there's other folk who are unfamiliar and lack the comfort.

When I first started, there were people who I felt did not serve me well as a young developing human, and their stories I carry with me. For whatever reason, they disrespected me a few times and I felt that was unreasonable. One such person is Mr. C*; he just did not welcome me as a young man. Was it because I was an African American man or because he didn't know how to care/develop someone? Did he first focus on his career, life, and challenges before giving any thought to me? I won't know.



I've had an awful experience where another senior GS 13 team leader and direct report say he cannot work/support my leadership. I knew in that instance it was racial. I had the maturity early on and in this instance to accept where that person was at and wait until such time he came around. And sometimes they did. One man named R* actually apologized. We had a good productive and positive relationship the remainder of my time in that particular region.

There were some experiences where the behavior was obviously racial and then there were other situations when I didn't quite know whether or not it was racial or not. That said, I refused to let racism or other challenges impact me or the agency negatively.

Iwamoto – I grew up in Oakland, California, which was a pretty diverse community, so going to a very rural area was a new experience and quite the change for me. In my second year of graduate school I was accepted into the Cooperative Education program, and my duties changed quite a bit from previous summers as a temp with much more structure, training, measurables, and opportunities. From what I was told by the district ranger and my academic advisor, there was quite an interest in getting one of these co-op ed positions.

I was fortunate that I didn't experience anything that was overtly racist in the work environment. In the communities, that was quite a bit different. Being located in very remote rural locations, I did experience a few unpleasant interactions but that wasn't much different from growing up in the Bay Area. We all have biases and degrees of ignorance regardless of where we come from. Some of my family were sent to relocation camps during WWII so I learned from them to thicken my skin depending on the situation.

Positive ways the agency has built its diversity

Hill – I really like what the organization has done with the Cooperative Education Program [now Pathways] as opportunities have expanded for everyone. Trainees and seasoned folk also all get opportunities to develop and grow. There is the Middle Leader program, and the very rich and rewarding Senior Leader Program. The new employee orientation effort is an agency commitment as well, and the diversity benefit and cultural enhancements appears to be

a great internal and external investment. These programs focus on not just the technical work, but also the people work and having participants self-assess and communicate with peers, managers, sponsors and executives in a truly productive fashion. This all helps the organization be a welcoming environment for people who don't necessarily look like the current employees but look like the people who are going to be there in the future.

I had a strong mother, and she helped me see other people. She was a lifelong learner and I saw what opportunities she reached out for and the commitments she kept. Education was her personal goal, and she was able to earn a PhD in education. But her greatest accomplishment was to help others seeking to make a difference and get their education and acquire growth. My mother showed me time after time richness of opportunity when you help others be better.

That said, the gender diversity in the agency is pretty awesome. Early in my career, there were just a few females in the office in leadership positions. My observation is that women are bringing something special to the table [just like men often do too], and the agency is acquiring great things out of racial and gender diversity. Without team diversity, I admit I would have accomplished significantly less in my 25 years of agency leadership.

I felt proud of the changes that the agency had implemented when I retired. I looked at the people on the Forest and saw the diverse faces within our workforce. A far cry from when I first started as a summer temp in the '70s.

Iwamoto – There has been some significant improvements in the organization. It really took leadership to buy into these programs to bring about changes. If you were lucky enough to have a ranger or a forest supervisor who started embracing these initiatives, positive changes resulted on those units.

We all wear different lenses and implement as we see them so the developmental changes in the agency was incremental and uneven. I felt proud of the changes that the agency had implemented when I retired. I looked at the people on the Forest and saw the diverse faces within our workforce—a far cry from when I first started as a summer temp in the '70s.

And it's not just ethnic diversity: It's the way people think; it's the genders, and it's the different disciplines and their experiences. That wasn't the case when I first started at Big Bar.

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We were mostly timber beasts back then and lucky to get a specialist, like a soil scientist or a fish bio or wildlife bio, come from the supervisor's office.

And look at Randy Moore, who is our new chief! I was lucky to meet Randy when he was the regional forester in Region 9. His selection says a lot about the agency, but we still have a way to go.

Advice for Chief Randy Moore on increasing diversity

Iwamoto – When I first became a line officer, I was tapped to help with recruitment for a number of units. If we want to change our organization, leaders have to be present with our youth and at schools. And you have to make resources available to improve and increase diversity, not just make it another collateral duty. Region 6 implemented several programs in terms of championing several forests, like the Mount Hood, the Mount Baker-Snoqualmie, the Olympic to access diverse communities and we created portals of diversity to bring in future employees. We were fortunate to have regional foresters at that time who made resources available to initiate and champion these efforts.

And these resources aren't just money. It's organizational changes in culture, supporting leaders, such as Charles and directors in the regional office, to be given time to visit units and interact with young people. It's also not making recruitment a collateral duty. That will fail most of the time. Aleta Eng, who became our partnership coordinator on the MBS did an outstanding job outreaching to diverse communities and running programs with our partners and other units. Her position and others came about from the Region's commitment to diversify.

Another success is having the Washington Office's support for employee organizations such as APAEA, that can provide support and access to mentors to those who might be debating whether to work for the Forest Service or struggling in their positions or careers.

Hill – I knew nothing about the Forest Service when I was recruited, but I made an almost immediate career decision to stay with the agency as a career choice. I was welcomed by the right kind of top leadership when I arrived at Milwaukee, Wisconsin, and that locked me into my service career in spite of all the challenges.

I feel being very intentional about both active and passive people talent is critical. There is great opportunity to access HBCUs, [Historical Black Colleges and Universities] talent and network, not just because we need their students, but we need those relationships and transformative partnerships on many levels. I like what the Department of Agriculture implemented years ago; they established liaisons on campuses to introduce the agriculture career opportunities to the students.

It's also important that these active and passive liaison activities occur across many different pools of talent.

Thoughts on improving student and employee retention

Iwamoto – One thing we didn't do well in the past is matching new employees to their new locations and providing access to mentors. As an example, I don't know how many people would have thrived being placed in Big Bar. I became friends with another co-op student on the adjacent district in Weaverville, but he decided to leave the Co-op program because the setting was not a good match. If the agency could frontload the matching and selection process to people, places and mentors, that could improve our recruitment and retention.

Another factor is every generation is different so there needs to be a better understanding of the new metrics and analytics of that age group. We often base decisions on the old lens that we wear and need to be aware to change our lens from time to time depending on the situation and the people involved.

I often like to use a sports analogy: assembling the best players don't necessarily result in the best team.

Hill – Retention works based on the match [agency, person mentors], capacity to acceptance and overcome challenge and change, and then willingness to return because the student finds friends and rewarding/productive experiences.

I went to the Mark Twain National Forest early in my co-op experience because I was excited about the opportunity to go learn something different. I learned how to play softball and do all kind of things I never experienced at home. I made some great friends who are lifetime friends. At first, I was not sure Rolla, Missouri, would be enjoyable, rewarding nor memorable. The town was so small and diversity limited. The Mark Twain is still one of my favorite tours of duty and I believe the experience and the welcoming people there contributed to my appreciation and commitment to a permanent career.

My observations: We have students participating in the trainee programs during the summers, 3rd quarter and fire season. Our time to be present is constrained, as well

I knew nothing about the Forest Service when I was recruited, but I made an almost immediate career decision to stay with the agency as a career choice.

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2021 OldSmokeys Scholarship Recipients

By Linda Goodman

As many of you know, last year OldSmokeys established a permanent college scholarship fund to assist deserving students who are directly related to current OldSmokey members or are endorsed by an Old Smokey member. We had our first group of students apply this spring and selected three to receive a \$1,000 scholarship. We were impressed with all the applicants, which made it very difficult to choose!

Here are the students whom your generous donations are supporting.

Catherine Visintainer is currently a third-year undergraduate student at Oregon State University majoring in chemical engineering and minoring in chemistry. She is also majoring in education and hopes to graduate with a dual degree.

Catherine is a member of Phi Sigma Rho, the engineering sorority at OSU, and she also works during the school year to help fund her education. She wants to find a job in either the engineering or education field when she graduates.

Upon hearing that she received the scholarship, Catherine shared via email, “this scholarship has given me the opportunity to continue to pursue higher education and allow me to spend more time focusing on my academics.”

Rogue Skrip is a student at Umpqua Community College (UCC) but will transfer to Oregon Institute of Technology in the fall where he will study electrical engineering. With a 4.0 grade point average, Rogue is on UCC’s President’s List.



Currently, he is a fire detection camera operator at the Douglas Forest Protection Association, where he works alongside his father Patrick Skrip who is the district manager. And in another forestry-related connection, his grandfather Ron Skrip retired from Forest Service.

In thanking the OldSmokeys for the scholarship, Rogue shared, “the funds that I received from the Old Smokey Scholarship will help me pursue my electrical engineering and technical degree at Oregon Institute of Technology. Again, I appreciate this opportunity to be a great steward of our county and the United States.”

Our third recipient is **Aaron Albrich**, a junior at Montana State University where he is majoring in mechanical engineering with a minor in engineering management. Aaron works two jobs while going to school and volunteers at the Gallatin Valley Food Bank. He hopes to work in the solar technology field when he graduates.



“I take great pride in knowing my achievements have earned me this recognition of yours,” Aaron shared, upon receiving news of receiving the scholarship. “Scholarships such as this allow myself and others to continue to pursue what the university has to offer, and devote more time to a well-rounded college experience. Thank you again, Old Smokeys, for awarding me this scholarship.”

As you can see from this small sample, we had very talented students apply for the scholarships. We wish we could have given scholarships to all nine applicants; they were all outstanding students who all had stellar GPAs, volunteered, and nearly all worked while attending school. Many of them were getting their degrees in the medical profession.

We hope to continue building the scholarship fund so we can give more scholarships to deserving students. We plan to ask for applications in January or February 2022 for the next round of scholarships.

If anyone would like to donate to the scholarship fund, please go to our website: <https://oldsmokeys.org/Scholarships>. *ON*



Welcome New OldSmokeys Members

Welcome to these new OldSmokeys who joined the Pacific Northwest Forest Service Association since the Spring 2021 *OldSmokeys Newsletter* went to press.

Sharon Friedman of Peyton, Colorado. During her career, Sharon worked on tree improvement, strategic planning, research administration, and as a planning director. Before retiring, she was based on the Ochoco National Forest. In her retirement, Sharon runs a forest policy blog called “The Smokey Wire.”

Patty Grantham and Matt Holmes of Yreka, California. Patty’s career spanned five region and six forests, and she describes it as a great 41-year run. She spent 15 years as the District Ranger on the Petersburg Ranger District on the Tongass National Forest and then transferred to the Klamath National Forest where she was the Forest Supervisor for 15 years. Patty’s last year was spent as the National Acting Fire and Aviation Director, and her last Region 6 unit was the Mount Baker Ranger District on the Mount Baker-Snoqualmie National Forest. In her retirement, she is getting caught upon on house repairs and maintenance that has been put off for too long.

John Henshaw and Joan of American Canyon, California. While with the Forest Service, John had a number of different job titles that included Logging Engineer, Forster, District Ranger, and Partnership Coordinator and Program Manager. Before retiring, he worked at the PNW Research Station Director’s Office. Now retired, John keeps busy volunteering. He is on the board of directors for three nonprofits and is a volunteer forester for Pacific Union College while also teaching environmental policy. John also works with private landowners on writing forest plans so they can qualify for state and federal assistance. He finds time to travel with his wife and family, and being Papa to his granddaughters.

Kris Stein of Ellensburg, Washington. Kris currently works on the Wallowa Whitman National Forest. *ON*

OldSmokeys Logo Hat

Show your OldSmokeys membership with this tough, high quality hat. The OldSmokeys logo is embroidered, so it won't wear off over time.

You may order one or two hats per order online for \$13.00 each by going to <https://oldsmokeys.org/Sys/Store/Products/9438>.

The \$13 charge includes a \$3.00 shipping charge (Hat \$10.00 + \$3.00 shipping)

Or, you may order any number of hats by emailing Bob Williams at store@oldsmokeys.org. In the email, tell Bob the number of hats you wish to order and where to ship them.

For orders of one or two hats, the charge will be \$13.00 per hat (includes \$3.00 shipping). For orders of three or more hats, the charge will be \$10.00 per hat plus actual shipping cost. Bob will email you back with instructions to send him a check for the hats plus shipping.



National Museum's History Corner



By Lisa Tate and Andy Mason

Earlier this year, the National Museum of Forest Service History (Museum) received a very generous donation to further our mission by developing a comprehensive Oral History Program. The donation was to cover expenses to allow the Museum to hire a dedicated Oral Historian. After an exhaustive national search, the Museum is proud to announce our new Oral Historian is James B. Wall, PhD.

James Wall is a native of Dallas, Texas. He received his BA in History from the University of North Texas in 2008. He then attended the University of Houston, where he earned his MA in history and began his work as an oral historian, interviewing subjects on behalf of the Culinary Crossroads Project. He continued his oral history fieldwork while researching for his dissertation, "Settling Down for the Long Haul": The Black Freedom Movement in Southwest Georgia.



In August 2018, he earned his PhD in American History from the University of Georgia. He has worked on the staff of Civil Rights in Black and Brown, an NEH-funded oral history project and digital humanities website documenting the history of grassroots civil rights activism across the state of Texas. Most recently, while serving as Visiting Assistant Professor of History at Angelo State University, he worked as an Oral Historian for the George Wesley Ricks Memorial World War II History Archive. When he is not working, James spends as much time hiking and camping as he can, and he is thrilled to call Montana home.

1936 National Landscape Inspection Report Received

The National Museum of Forest Service History, pleased to share that the Museum recently received *Problems of Landscape Architecture in the National Forests*. According to Dave Stack, vice president of the Museum, this report was prepared for the Chief by A. D. Taylor, USFS Landscape Architect.

The report was the result of an inspection trip to all regions, except R-10, during the summer of 1936. There are over 250 excellent original black/white photographic prints with Taylor's observations. There are 48 pages describing the Pacific Northwest Region recreation sites, and the National Forests visited were the Chelan,

Deschutes, Mount Baker, Mount Hood, Rogue River, Siskiyou and Snoqualmie.

Great Tappan Rocker Raffle

To help raise money for the Museum, we are raffling off a Great Tappan Rocker by acclaimed craftsman Adam Nudd-Homeyer. This rocker is being made exclusively for the Museum!

There are only 300 tickets available, and tickets are \$50. Drawing is Oct. 7, 2021. To purchase a ticket, visit <https://forestservicemuseum.org/>. Tickets need to be purchased by September 30, 2021.

The second-place winner receives a lifetime membership to the Museum, and the third-place winner receives a first edition of *The River Ruths Through it* by Norman MacLearn. *ON*



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Mount Baker National Forest (R-6);- Silver Fir Campground. Detail of a well located and excellently designed campground shelter. In these regions of heavy snowfall, it is necessary to take extra precautions to reinforce the roof supports to avoid damage during the winter. The texture of the roof would be more pleasing if thicker shingles or shakes were used.
A. D. Taylor - September 4, 1936.

This campground was one site A.D. Taylor visited on the Mount Baker National Forest. Image courtesy of Dave Stack

Preserving History for the Future

Just as the forests in Region 6 reflect a history of past management activities, so to do the buildings. In this issue, we are featuring HistoriCorps, a 501(c)(3) nonprofit organization with a mission to foster a preservation ethic by engaging volunteers in saving historic places.

Since its founding in 2009, HistoriCorps has undertaken more than a hundred projects. The OldSmokeys editorial board thanks Liz Rice, the workforce manager for HistoriCorps, for sharing highlights and photographs of the important work the organization is undertaking.

Restoration of International Order of Odd Fellows (IOOF) Cabins in 2020

Work performed by HistoriCorps and Passport in Time volunteers, accomplished in partnership with the Deschutes National Forest

Paulina Lake in the Deschutes National Forest is the site of a group of IOOF cabins. They are built primarily of native lava rock and pine, and are emblematic of the “folk” architecture emblematic of Depression-era buildings in the forested Pacific Northwest. Paulina Lake is located within the caldera of Newberry Volcano, which makes up the Newberry National Volcanic Monument.

Volunteers, led by expert HistoriCorps staff, learned traditional log working skills to restore elements on several cabins in this third phase of work. In earlier phases, volunteers restored sill logs and re-roofed cabins.

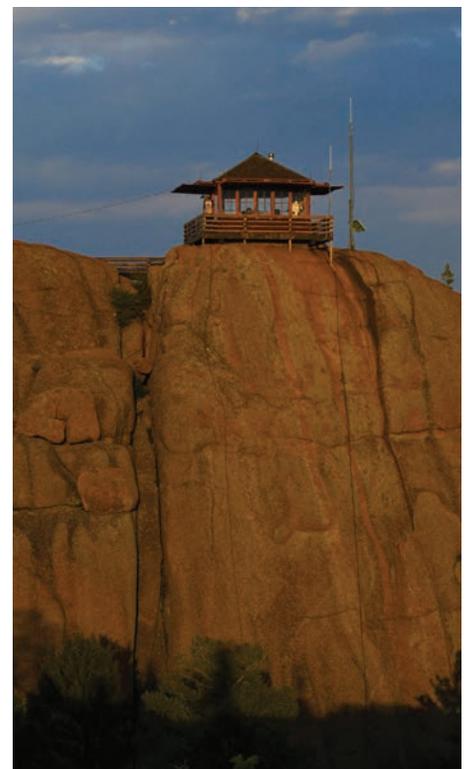


Restoration of Devils Head Fire Lookout Tower in 2020

Crewed by HistoriCorps volunteers, accomplished in partnership with the Rio Grande National Forest

The Devils Head Fire Lookout was established in 1912, and its original tower was built in 1919. During that time in the Pike-San Isabel National Forest, several improvements were being made. The road up to Pikes Peak (14,110') was completed in 1915 and tourists flocked to the opportunity to drive up this “fourteener.” Wildfire and land management practices continued to improve, and constructing and staffing fire lookout towers like Devils Head was part of a larger forest strategy. Modern fire management technology has surpassed the need for historic fire lookout towers like Devils Head. Many lookout towers have been torn down, turned into overnight rentals, or left in states of disrepair. Devils Head, located at the top of the Rampart Range, which is located near Sedalia, is unique in that it is still staffed and cared for by the forest and partner organizations like HistoriCorps.

Volunteers helped repair and restore 19 windows at the lookout, some of which were damaged in wind events in recent years. The project required a 1.5-mile hike in and out daily, plus seemingly endless stair-climbing to access the lookout! All work was led by HistoriCorps' expert field staff.



Restoration of Williams Ranch Barn in 2020

Work performed by HistoriCorps volunteers in partnership with Bureau of Land Management's Applegate Field Office

Our project at historic Williams Ranch Barn is located near a mountain range above the expansive Madeline Plains located in California's Lassen County. During the late 1800s, Williams Ranch was wonderfully successful, and operations earned the nearby town of Madeline the title of "sheep shipping capitol of the world." The other major industry that gave Madeline this title was the establishment of the Nevada-California-Oregon (NC&O) Railway, which transported livestock from Williams Ranch and other operations to far-away markets.

Today, the only buildings that remain standing are the ranch barn, corral, and loading chute. The barn is eligible for a nomination to the National Register of Historic Places. However, the ranch is at risk of being considered a liability due to the structural deterioration of its buildings. HistoriCorps knows that by stabilizing and preserving historic buildings, they turn from liabilities into assets

– and often, our work reinvigorates interest in places previously thought to be "lost to time!"

If the building is preserved, it can contribute to far-reaching positive outcomes. One exciting plan outlined in the BLM's "Recreation Plan" for the Williams Ranch site is to improve environmental education opportunities for area schoolchildren. However, if the ranch buildings are in disrepair, they are less likely to contribute to a safe learning environment.

Volunteers worked alongside HistoriCorps staff to learn the skills necessary to restore the barn's large metal roof, while camping nearby for their week-long project session. HistoriCorps returned to this site in 2021 to undertake additional restoration and stabilization work.

Continued on next page



Restoration of Hired Hand's Cabin at Anderson Lodge in 2019

Crewed by HistoriCorps volunteers and members of Rocky Mountain Youth Corps (RMYC), in partnership with the Shoshone National Forest

Anderson Lodge is named for its original dweller, the artist, rancher and philanthropist Abraham Archibald Anderson. The lodge is a two-story, multi-roomed building. HistoriCorps restored this building and its accompanying Hired Hand's cabin, a one-room cabin.

During America's Gilded Age in the late 19th century, Mr. Anderson crossed paths with many places and people we know and celebrate today. As an artist, he painted many portraits, including one of Thomas Edison; he also personally designed William "Buffalo Bill" Cody's guest ranch Pahaska Tepee, and his own home – the site of this HistoriCorps project.

As a rancher, his love of the outdoors and commitment to its proper management led to him becoming the first Special Superintendent of Yellowstone region, and his home served as its first administrative headquarters.



Restoration of Broliar Park Cabin in 2019

Crewed by members of Arizona Conservation Corps and volunteers, accomplished in partnership with the Coconino National Forest

Volunteers and members of AZCC, led by expert HistoriCorps staff, disassembled the cabin, carefully documenting which logs were due for replacement. They rebuilt and re-roofed the cabin, saving as much original material as possible.



Everyone can be a HistoriCorps Volunteer!

We team up crews of volunteers from all walks of life with our expert field staff to learn preservation skills and put those skills to work saving historic places that have fallen into disrepair. Join us for a week in the great outdoors this season! Help us hammer, reroof, chisel, repair, replace, paint, and sand historic buildings back to life. It's FREE to volunteer, and no previous construction experience is required – just a positive attitude and a willingness to learn and practice preservation skills.

During a HistoriCorps project you can expect to make new friends, learn new skills, create life-long memories and have FUN! HistoriCorps provides all meals, a campsite, tools, training, personal safety equipment, and materials. Explore all our upcoming projects and register on our website at www.historicorps.org, or email questions to volunteer@historicorps.org.

We have openings available in Oregon at [Santiam Pass Ski Lodge](#) and [Mathews Guard Station](#).

If you can't make it to a project, but still want to support our work, consider making a donation at www.historicorps.org/donate.

U.S. Forest Service Updates

In recent months, the U.S. Forest Service has issued a number of statements on wildfire and such. In case you missed them in, here's a roundup. Thanks to Les Joslin for passing these along to keep our members current on the latest happenings.

U.S. Forest Service Chief Vicki Christiansen's Wildfire Priority Letter to Leadership

Soon-to- retire U.S. Forest Service Chief Vicki Christiansen recognized the extreme challenges faced by the Forest Service and other natural resource management agencies during the 2021 fire year in a July 14 letter to her agency's top staff officers. What follows is an excerpt from the letter.

"We are seeing severe fire behavior that resists control efforts," Chief Christiansen noted in that letter. "Further, the seasonal forecast for the entire Western United States remains extreme for the next several months. We expect demand for resources to outpace resource availability, and our workforce remains fatigued and in need of recovery following last year's record-setting fire season, active hurricane season, and strenuous efforts to respond to the COVID-19 pandemic."

"I understand this direction (to prioritize fire management work and do all we can to make available the people and resources to assist managing this national wildland fire emergency) requires us to make difficult trade-offs with our other high-priority mission work. This is especially challenging at present, when we are working diligently to accomplish performance goals and restoration outcomes. As the mission support workforce shifts priorities to fire, this also means trade-offs in non-fire contracts, hires, grants payments, among others."

Chief Christiansen recognized that this wildfire challenge "is being magnified by fatigue on individuals, our relationships, and the system as a whole" and mandate 4d specified rest periods for all personnel returning from lengthy fire assignments as well as other measures to mitigate fatigue and prevent accidents as well as continued observance of pandemic protocols.

"Both incoming Chief Randy Moore and I agree: This shift in direction is necessary at this time to allow us to respond to the enormity of the national wildfire crisis we all face," Chief Christiansen emphasized in her letter.

U.S. Forest Service Chief Randy Moore Wildland Fire Direction to Regional Foresters, Station Directors, IITF Director, Deputy Chiefs, and WO Directors

The 2021 fire year is different from any before. On July 14, 2021, the National Multi-Agency Coordination Group raised the national preparedness level (PL) to 5, the earliest point in a decade and the third earliest ever. There are currently over 70 large fires burning across the

nation and 22,000 personnel responding, which are both nearly three times more than the 10-year average for the month of July. Severe drought is affecting over 70 percent of the West, and the potential for significant fire activity is predicted to be above normal into October. Our firefighters are fatigued, especially after more than a year of almost constant deployments, beginning with helping Australia in January 2020, and continuing through a difficult 2020 fire year and then supporting the vaccination effort in early 2021. In addition, COVID-19 infections are rising again. They are degrading our firefighting response capacity at an alarming rate, which will persist until more Americans are vaccinated.

In short, we are in a national crisis. At times like these, we must anchor to our core values, particularly safety. In PL 5, the reality is we are resource limited. The core tenet of the Forest Service's fire response strategy is public and firefighter safety above all else. The current situation demands that we commit our fire resources only in instances where they have a high probability of success and they can operate safely and effectively. We will rely on the tested principles of risk management in determining our strategies and tactics.

At this time, for all of these reasons, managing fires for resource benefit is a strategy we will not use. In addition, until further notice, ignited prescribed fire operations will be considered only in geographic areas at or below PL 2 and only with the approval of the Regional Forester after consulting with the Chief's Office. We are in a "triage mode" where our primary focus must be on fires that threaten communities and infrastructure. There is a finite amount of firefighting resources available that must be prioritized and fires will not always get the resources that might be requested. We will support our Agency administrators and fire managers as they make the best choices they can, given the resources at hand, the immediate threats, and the predicted weather.

Let me be clear. This is not a return to the "10 a.m. Policy." This is the prudent course of action now in a situation that is dynamic and fluid. When western fire activity abates, we will resume using all the tools in our toolbox, including wildfire and prescribed fire in the right places and at the right time. I know we all continue to remember the sacrifices of the fallen. Let us honor them by ensuring we do all we can to get everyone home safely, every single day. Thank you for all you are doing. I'm proud to serve alongside you. *ON*

OldSmokeys Share their Stories of On-the-Ground Change

We OldSmokeys have experienced significant changes in office procedures, management directives, and equipment over the course of our careers. For this issue, we invited OldSmokeys to share their stores of on-the-ground changes, and a number of members answered the call.

Editor's note: The following stories are the personal opinions and recollections of the writer and may not reflect the Old Smokeys as an organization.

Chaplain B. Eric Morse - We still kept the Daily Diary in the early '60s and also donated travel time to the field 1/2 hour each way. During deer season, we could pack a rifle with the understanding that annual leave began on a trigger pull. Electric calculators were just coming on board, but road design was still best done on a hand crank. Cutting units were laid out with a redmapper and pacing, which was then followed up with a staff compass and chain. The Silva Ranger compass was a godsend. When in the office, we had to wear the dress uniform including the tie. Lots more but that's enough.



Morse when he was a ranger at Bear Springs, Mt. Hood NF, circa 1977

Roland Emetaz - In 1999, I joined the Central Washington Incident Management Team (IMT), which later became Washington IMT5 and is now called Northwest IMT12. Initially the Team was 100 Forest Service wildland fire fighters with one woman, a finance chief, I recall. Today the Team has BLM, USFS, DNR & Fire Service members, as well as numerous women filling a variety of team positions. Today we are way stronger!

Michael Harvey - I started with the Forest Service in 1978 when most radio traffic was transacted using the old 10 code system (e.g. 10-4 = affirmative/okay, 10-7 = out of

service, 10-8 = in service, 10-28 = what's your location, etc.). Supposedly it expedited radio communication and usage. "Old timers" spoke on the radio almost exclusively using the 10 code. If you didn't know the code, you often had little idea what they were saying.

As a newbie, I took me a few years to get familiar with 10 code. Suddenly in the early 1980s, the agency decided that we would go to "clear talk" on the radio: Just say what you need to say in plain English. It was gradual, but eventually use of the 10 went entirely away. It was a bit like a language or a regional dialect slowly dying. It was one of those small cultural changes that occurred while I was in the agency - like the move away from the distinctive FS green rigs. I didn't miss the 10 code when it was gone, but every once in a while still today I find myself saying "10-4" for okay.

Carrie Gordon - I worked in engineering on a survey crew/road designer/cost estimator/road construction inspector before transitioning to be a geologist. During this time, the electronic world literally exploded: hand design, Wang computers, design runs in Portland, stringing wire for the DGs (Data Generals) to AutoCad and GPS. While a geologist, resource photos and stereoscopes moved into GIS and LiDar, which were eye candy.

Although knowing how to use a compass and a paper topo map are still critical because the electronic gadgets run out of power and can lose connections, (and pencil and paper work anywhere) our new tools are amazing.

I chose the electronic world to talk about changes because I began my career at the transition. My road design mentor in Cle Elum insisted I hand design my first road, then I could use the computer aided techniques. Thank heavens for calculators!! I didn't have to use a slide rule!



Gordon (r) with Court Cloyd and Marie Marshall on the Siuslaw NF where she worked as a geologist in 1987.

Sandi Orsini - I am a U.S. FS brat, daughter of a U.S. FS Fire Staff retiree and raised on FS Ranger District compounds. I spent 22 years in the USFS in Visitor Information & Acquisition Management and also worked as Fire Militia and FPO. Lots of changes, some were improvements, others were just plain stupid ideas that needed to be walked back to allow the USFS to function.

Some changes were in response to political pressure, and others were to test the newest scientific hypotheses. For example, too much timber slash in the streams make the salmon runs disappear so must remove trees from banks and remove all debris and beaver dams from streams to allow water to run free....then...Oh no, water temps are too high! Must plant riparian zones along streams to provide shade and put woody debris in water to slow water speed so fish can spawn and hide.

Hope that the future of the USFS will prove to be filled with more successful upgrades and fewer plain stupid ideas that the old timers and plain common sense could have told you would not work.

And here's a summary of how our workflow has changed over the years.

- Typewriters/Carbon paper / Filing cabinets=> Data General => IBM Computers => I-phones and the Cloud

Multiple fire handcrews and recreation crews on each district => Contract fire crews and militia and NYC/Americorp crews for recreation site maintenance

- Hardcopy FMs and FSHs with blue/pink/white updates=> Semi-DG versions => modern web versions in the Cloud

- File clerks, purchasing agents, and HR reps on each district =>HR and budget personnel at SO level => HR and budget personnel at RO & ABQ level only

- Actual Redcards for fire experience and quals =>Taskbooks and mandatory classwork => IQCS tracking of fire quals

- Annual cycle of timber harvest, slash burning, and replanting of forest lands =>Spotted owl and slug surveys before any harvesting =>Environmental protests and complete shutdown of harvest operations by courts => Very limited post-fire harvesting.

- Suppressing wildfire starts to protect and preserve the timber and recreational resources => Let it burn in Wilderness areas and unimportant terrain => Save urban interface at all costs => can't move fire equipment into area without multiple resource advisors checking for endangered species and significant archeological sites along ingress and egress routes before allowing entry to fire zone=> USFS being sued by environmentalists for

using fire retardant to stop wildfire and also being sued by same folks for not using it when fire is near their homes.

Kristie Miller - I started working for the Forest Service in 1975 when I was 18 years old, just out of high school. I retired in 2017, after more than 35 years of accumulated service as a temporary and as a permanent employee. So many changes! Here are a few of those I consider the most impactful.



First, because my sister worked in the office where I wanted to work (in the business admin area) I couldn't actually be an employee since the district ranger wouldn't allow family members to work on the district. I was hired as a work study student via the community college I would be attending. I did that for two summers until our new ranger who said it was ok as long as we didn't work in the same department. I was working in silviculture so after two summers I was finally a GS-3. Whoo hoo! It paid a lot more!

Later not only did rangers allow family members work in the same office, sometimes positions were filled with the intent to find work for a spouse.

When I started working, the only permanent positions women held were in the admin department. There were several women who were temporary employees in the field but none as permanents. Slowly women started getting hired as permanents into technician positions and then into professional positions. Eventually, they moved up into leadership positions, and it became so natural to see them as district rangers, forest supervisors, then into regional forester positions that it seemed appropriate to see a woman as Chief. Even though it seemed natural to employees, including me, I was a bit surprised when I got my first district ranger job, and the local newspaper wanted to interview "the WOMAN Ranger!" I told the reporter it didn't seem like news to me, but she said "Oh yes, this is news. This doesn't happen in Randle, Washington!" It was 2005 for goodness sakes!

Just because you have stands of old growth timber doesn't mean it's decadent and dying, needs to be cut down, and taken to the mill. It has other values! I started my career in silviculture/timber and was proud of being a forester. I did believe in the "wood, water, wildlife, recreation" focus of the agency. However, I had to admit that timber management was a pretty hard focus for the Pacific Northwest Region.

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Second, from “timber is king” to everything’s equal—but not so fast. I recall a conversation with a wildlife technician in the spotted owl days. Our timber target was dropping (and our budget) and lots of work was being done to find owls and track them. Her comment was “Who’s in charge now?!” I replied that she needed to look at her timesheet to see where her salary was coming from, and if the timber dollars and target continued to drop, we wouldn’t need as many wildlife employees as we had at that point in time. A year or so later she had to move to keep a job with the agency. So many people had to do that: move, or retire early, or resign.

This led to the “Timber Wars”: angry citizens living in trees, spitting on federal officials, and throwing human waste on them. Cancelling “sold but not awarded” timber sales because of a variety of lawsuits. It seemed like everyone was mad at us, purchasers, loggers, mill workers, the local community. This anger lasted years. It still exists in many small communities.

- From litigation of timber harvesting to threat of litigation of recreation projects. Who would have thought that would happen?!
- From clear cuts to commercial thinning of older trees
- From litigation to collaboration taking us back to support of harvesting green trees and post-fire salvage.
- From 200-acre fires to 20,000-acre (even 200,000 acres?) fires and losing communities to fire

Third, one of the most painful things I had to deal with was defunding positions, which severely impacted employees. They had to change positions, move, or retire/resign. It was a really bad place to be and a challenging leadership place. I had to go through that twice. No one should ever have to do that to an employee. Or a friend.

The rest of this isn’t about the changes I saw during my career but more about ah-ha moments I had.

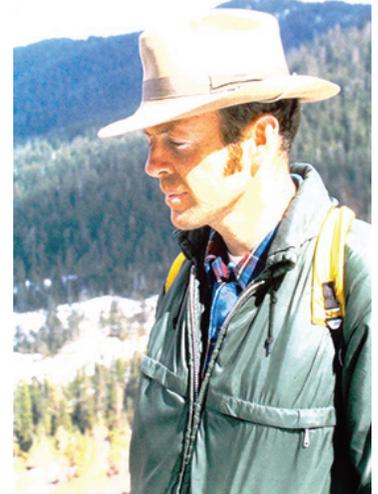
Every office and staff is different but it’s more than that basic element. As I moved through college and worked my way through different offices, I realized it was the culture of a place. I knew what I liked, but would I be able to find it at my next office? My next move? Sometimes, yes, but not always.

- There is always a pecking order, no matter where you work. This is true within a crew, within a department, between departments, between districts, even between forests and regions. The challenge is finding a way through it.
- And finally, how you respond to teasing (goading? Harassment? Call it what you will) shows others your

personality. Take it seriously and it gets worse. Laugh it off (or better yet give it back) and it gets lighter. If it’s downright mean ignore it or call them on it. If they see you have a backbone, they usually stop. If it doesn’t stop, you need to decide how far you want to take it up the chain. If you didn’t have a backbone before you will soon.

It was a great career!

Bill Martin - I started my Forest Service career on the Uinta National Forest in January 1963. One thing that made everyone, including myself, tense was the safety rules for the forest. The leadership threatened that if someone had an accident, they would be “fired” just prior to the accident’s happening so the Forest could say they were not an employee and made the safety record look better than it was.



Martin on the Tongass NF in 1993

In the early ’70s, just after the National Environmental Protection Act (NEPA) was made into law, we had to write an impact statement on how the timber sale would affect the environment. While I was a district engineer on the New Meadows ranger district in Idaho, the environmental impact statement was written at the District level. The district crew suspected that the Supervisors Office did not even read these reports, so they decided to test this hypothesis. They wrote a report that included the impact of the sale on the Sasquatch habitat. It was written very professionally with a lot of technical words.

When the report got to the Supervisors Office, my boss called me and said, “What is a Sasquatch?” I said that is the scientific name for Big Foot. At the time we were having several Big Foot sightings in the area. My boss was really angry and swore a little and hung up. Needless to say, this section of the report was deleted.

James Peña - I started my career in 1978 as a GS-4 Forestry Trainee. My view and understanding of the agency was limited: pretty much field oriented and just trying not to get lost. When I retired in 2018, 40 years later, my view had broadened significantly with experience at all levels of the Forest Service and exposure to relations with Congress, USDA and partner natural resource agencies, and Tribal governments. I want to share three areas of significant changes I witnessed: budget structure, fire management, and decision-making space.

Budget - The budget changes I saw involved the shift from resource development to fire suppression and restoration. This shift affected all program areas to one degree or another. Resource development, timber and engineering specifically, supported the expansion of new skills to support increased environmental analysis required by the National Environment Protection Act of 1969.

Timber was “king” and funded A LOT of program areas beyond timber: road construction, road maintenance, recreation, wildlife, fisheries, and range improvements. Congress supported timber and roads with large appropriations, which were supplemented by KV, BD, Coop Roads Funds tied to timber harvesting. Sale area improvement plans were important sources of funding that funded other work a beyond harvesting timber. It enabled the agency to fund specialists beyond foresters and set the stage for managing the entire ecosystem - our aspiration.

By the late 1990s, the timber program across most of the country had shifted to restoration of sustainable conditions beyond just timber, including fish, wildlife, and water quality. Threatened and endangered species influenced our operational decision space. At the same time, acres burned by wildfire was increasing annually, threatening more and more communities. We were analyzing the acreage of lands, primarily in the West, that were at a higher-than-normal risk to loss from wildfire.

By 2000, the National Fire Plan and associated funding began to dominate the Forest Service and our federal partners in wildland fire suppression (BLM, NPS, USFWS). This funding shift supported significantly increasing fire suppression staffing and equipment across the nation, but focused on the western regions. Hazardous fuels funding to reduce the number of acres at high risk of loss from wildfire was a “new” funding and accomplishment priority. Community wildfire protection plans were funded with partner agencies and communities at risk.

This created new expectations for the agency. These new funding sources did not replace what was “lost” when the timber program and associated funds were reduced. In addition, the skill mix to support the National Fire Plan was more specialized toward wildland fire suppression. The impact of a constrained national budget in the early 2000s and onward meant the Forest Service was expected to allocate our budget within a constraint—effectively this did not allow for significant shifts toward new priorities or to maintain traditional work that did not receive funding support. One of the most complex agency budget structures in the federal government got even more complex. Areas that were in high demand by the public, which included recreation, special uses, access management, were not funded at levels that were responsive to the demand due to the constraint effect.

During this period, the emphasis on building partnerships and finding other ways than agency

resources to accomplish necessary work evolved. The impact of not having nearly everything the Forest Service accomplishes done by agency employees and funding has been a challenge for some employees and the public understanding or accepting at times. We have a great amount of personal ownership in our jobs; the work our employees do in many cases is not just a “job,” but a calling or personal passion. Relying on others to do work we believe should be done by the agency is tough on many employees. But, by the same token, many employees are embracing the shift to working in partnership.

Fire Management - When I started my career as a forestry trainee, my first week as a Forest Service employee was spent at fire school. My boss emphasize I had a responsibility to participate in fire even though I was not assigned to Fire Management. The Timber Department contributed its fair share to 20-person crews and overhead.

As a forester, I was encouraged to obtain fire and prescribed fire experience/qualifications to support future line officer experience. I believe fire suppression was in my 460 job description as other duties as assigned. When I did become a district ranger, my districts had heavy fire and fuels loads. The fire and fuels experience I gained

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James Peña having lunch with Mike Williams, the Wenatchee-Oakanogan Forest Supervisor, along the Methow River in 2017

from the beginning helped me understand what was needed and how to work with my fire and fuels staffs. I was encouraged to continue my fire assignments by my forest supervisors, and I took strike team leader assignments and joined a Type I overhead team. I share this to illustrate what was the norm, at least in Regions 5 and 6 in 1980s and 1990s.

As we began to implement the National Fire Plan in the early 2000s and beyond, a couple of things changed. First, agency employees outside of Fire and Fuels did not seem to have the freedom or encouragement to spend time away from their regular assigned duties to work in fire as part of the “militia.” I believe this was an unintended consequence of the constrained budget process.

With the increased fire suppression funding, more fire suppression personnel were hired to meet the demand for crews of all types. This reduced the opportunity for the militia. The training requirements due to the complexity of the wildland fire situation began to be a barrier for non-fire employees.

The mentality also began to subtly change around firefighting. After September 11, 2001, some fire employees began to identify more as firefighters akin to city firefighters than natural resource practitioners that the pre-National Fire Plan militia dependent fire and fuels organization saw itself. This shift became stronger as time went on and fewer non-fire employees participated in fire suppression.

The frequency and severity of wildfires increased through the 2010s to the present. Fire employees were experiencing risks most of the rest of agency employees did not. Firefighter safety was a critical concern of senior agency leadership. How to provide for firefighter safety in the face of more severe and unpredictable firefighting situations lead to agency wide fire safety discussions and redesign of our fire safety program that continues today. We are fighting fire that threaten high-value assets more frequently, in more areas of the country than we did 40 years ago. This has the potential to change the mission of the Forest Service in ways we could not have imagined 20 years ago, let alone 40.

Decision-Making Space - In the late 1970s, the Forest Service was just beginning to figure out how to implement NEPA, transitioning from timber plans and other resource specific management plans to new integrated forest plans required by the National Forest Management Act.

My first permanent job in 1980 was Environmental Assessment (EA) writer. In one year, the district soil scientist, a range conservationist who covered wildlife, botany and range, and me wrote 13 EAs covering 60 million board feet of timber and other smaller EAs for other projects. That was a year and a half of our district timber program. Now there were others who contributed, but the three of us actually pulled it all together. Little to

no substantive public involvement.

By 1984, I believe, the Forest Plan was completed. As the years passed, the public and special interests became more skilled in the decision-making requirements of NEPA and the level of analysis and public engagement required to complete a decision for typical operational project decisions increased significantly.

The 1990s saw more diverse skills required to complete a decision along with more data collection to support biological opinions and analysis for T&E species. Watershed assessments of larger areas to assess cumulative watershed assessments. Travel management plans to identify the minimum road system for a given area. Public engagement evolved from exchanging written correspondence to advisory committees, to ultimately resource collaboratives representing diverse interests in a particular landscape. Time became the challenge to make a decision because of the need to consult with multiple parties. Finding common ground to identify decision space to act. The impact of the Endangered Species Act, Clean Water Act, National Forest Management Act, and consultation with Tribal governments and local governments all established decision space that often did not allow significant management action.

Some have called this analysis paralysis, and it drains energy from all of the players. Many want to see something positive happen, but in some situations, finding enough consensus to overcome inertia to do nothing is the challenge. This is very different from when the Forest Service was hailed as a model federal agency because of our efficiency, professionalism and “Can do” attitude. I believe the loss of decision space has been the main factor in reducing the effectiveness of the agency regardless of the other challenges we have faced. Whether we gave it away or it was taken incrementally, doesn’t really matter at this point. *ON*

Because we have received positive feedback about this new column, we will make it a regular feature in future issues.

Stay turned for an email from Carol about the reminiscences we’d like you to share with fellow OldSmokeys in the fall issue.

Memories

Farewell to these recently deceased Pacific Northwest Forest Service Association members who live in on our memories.

Mary Jane Sorber passed away in December 2020. She was preceded by her husband OldSmokey Robert Sorber, who passed away December 1997. They became OldSmokies in 1982, and Mary Jane's family shared that she was a proud OldSmokey member.

Maude Boring passed away peacefully at the age of 95 on July 10, 2021, in Williamsburg, Virginia. She was the wife of Old Smokey William (Bill) Boring and mother of their daughters Anne and Barbara. Maude met Bill in Washington D.C during World War II, and they married in 1948 when he returned after the war.



During Bill's career in the Forest Service, the family lived on the Ochoco Ranger Station in central Oregon, on the Winthrop Ranger Station in the Washington Cascades where Bill was the district ranger, and in Portland, Oregon where Bill worked in Watersheds in the Regional Office. Maude and Bill later moved to Arlington, Virginia where Bill worked in Land Management in the Washington office.

After retirement, Maude and Bill built a house on Lake Anna where they lived for many years, hosting many social events with former colleagues and happy summers with grandchildren. Maude was active in the DAR during this time and served on the Spotsylvania County Historical Commission.

Bill passed away in 2004 after 56 years of marriage. Maude will be deeply missed by her daughters, grandchildren, great grandchildren, and many friends.

Leroy Steece passed away earlier this year. He worked on the Crescent Ranger District.

Robert B. Miller, Jr. of Florence, Oregon, passed away March 5, 2021; three days short of his 89th birthday. He was preceded in death by his wife Sally A. Miller; Robert's first wife, Jacqueline O. Miller passed away in 1999.

Robert was born in Covina, California, where he grew up and attended school, graduating from Bonita Union High School in 1949. He earned an AA degree from Mt. San Antonio College in Pomona, California, in 1951 and then a BS degree in forestry management and wildlife

Management in 1954 from Oregon State University in Corvallis, Oregon.

His time with the US Forest Service began working summer jobs while still in school. His first jobs were in the Deschutes National Forest and Gifford Pinchot National Forests (1953-54). After being called up to the Army Corp of Engineers (1954-56), he returned to continue his work in the US Forest Service. He worked in the Oregon and Washington areas (Mt Adams RD, Packwood RD, Wallowa-Whitman National Forest and the R-6 Division of Lands and Minerals) until he was transferred to Washington, DC; to join the Lands Staff Unit in 1974.

Robert retired from the USDA Forest Service Lands Staff Unit in 1987. After retirement, he returned to Oregon, setting up a home in North Bend and then moving to Florence.

Margaret Hollis of Eugene, Oregon, passed away March 23, 2021, at the age of 93. She retired from the Willamette National Forest Supervisors Office in 1994 after 35 years with the Forest Service, all spent in the Supervisor's Office. Her first position was as a receptionist, and ultimately, she became the assistant to four forest supervisors: Dave Gibney, Zane Smith, Jack Alcock, and Mike Kerrick.

The first of six children, Margaret was born and raised in Louisiana. She was career oriented and graduated from Louisiana Polytechnic Institute in 1944, specializing in secretarial science. She married Lester Hollis in 1946, and with their young daughter, Judy, the family moved to Eugene in 1959.

She received many awards and was recognized for her accomplishments during her career with the Forest Service. She was a recipient of the USDA Superior Service Honor Award given by Agriculture Secretary John Block in Washington DC on June 12, 1984; Mike Kerrick nominated her for that award. She retired from the Timber Resource Section at the age of 67.

She was also a member of The American Business Women's Association and was named Woman of the Year in 1972 from the Cascade Chapter of ABWA.

Margaret was beloved by all who knew and worked with her. She was kind and cheerful and always spoke well of others. She loved social events especially family, business, and Forest Service reunions. For many years before and after she retired, Margaret took it upon herself to maintain a list of retirees so they could be notified of forest events, retirement parties, and reunions. She was incredibly loyal to Forest Service colleagues and friends.

Linda Connelly, wife of Old Smokey Richard “Dick” Connelly, passed away on April 17, 2021. For her obituary, Richard wrote, “She made her final run on a bright sunny day on a smooth corduroy trail. She had a great smile on her face. She was going to a greater place where powder days go on and on. Linda was 78 years old, a native of Gloversville, New York. She arrived with a smile on her face, and it stayed there till her parting breath. I know because I was holding her hand till the end.”

Grace Ellen Sprague passed away on December 26, 2018, in St. Helens, Oregon. She was born on May 28, 1930, in Korb, California to Beatrice and Amiel Iversen. Raised in Cave Junction, she resided mostly in Oregon and briefly in California and Washington. She attended Knab Grade School, Spence Grade School and Kerby Union High School and would go on to graduate from Medford High School in 1947 and take a few classes from Southern Oregon College.

Grace met her husband George Leland Sprague and married in Medford, Oregon on January 18, 1958. Grace was best known for her 34 years in the US Forest Service on Rogue River National Forest. Grace was a part of the Apostolic Faith Church in Medford and was a past president of Rogue Valley Federal Executives Association. She loved music. She played the flute, piano, and organ, with her favorite hymn being “Trusting Jesus.”

Grace is survived by her two daughters Carla Kildahl and Ruth Sprague, her son Jerald Sprague, and her grandson Cooper Sprague.

Carol Siegworth passed away on May 4, 2021. She was wife of Old Smokey Harold (Hal) Siegworth whom she was married to for 53 years. Hal spent 12 years on the Deschutes National Forest and retired in 1987.

FW (Ted) Burgess passed away on April 20, 2021, at the age of 97. Ted was born November 5, 1923, in Leavenworth, Washington, to John Wesley and Georgia B. (Coble) Burgess. Following his high school graduation from Forks, Washington, Ted spent his 18th summer as a fire look-out in the North Cascades. This sparked an interest in forestry and started his career with the US Forest Service.

Enlisting in the Navy in 1944, Ted attended submarine school in New London Connecticut. He was assigned to the USS IceFish submarine relief crew on Mare Island, California, in 1945. At the time of his death, he was the lone survivor of that crew.

It was during this time that Ted met the love of his life and bride of 65 years Elizabeth (Betty) Morris. Following his discharge from the Navy, Ted attended Washington State in Pullman, Washington, graduating with a degree in agriculture in 1949. He remained a proud “Cougar” alumni, sporting the cap whenever he left home.

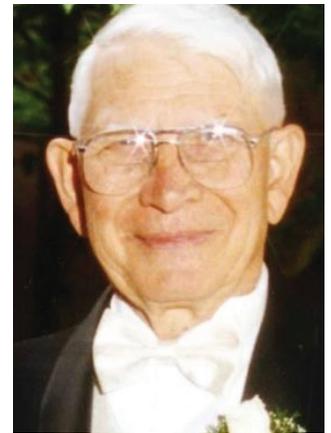
Ted worked on both the Entiat and Lake Wenatchee Ranger Districts of the Wenatchee Nation Forest. He then transferred to the Soleduck Ranger District on the Olympic National Forest. His next assignment was at the Waldport Ranger District on the Siuslaw National Forest, and his subsequent transfer took him to the Powers Ranger District on the Siskiyou National Forest.

In 1961, the family moved to Gold Beach, Oregon, where Ted served as the Gold Beach district ranger for 17 years until his retirement in 1978.

Upon retirement, Ted worked with Johnny Briggs on Johnny’s charter boat for approximately 12 years. He enjoyed golfing at Cedar Bend (getting a hole-in-one on #4 in 2002), elk hunting, fishing, traveling with Betty to numerous Elderhostels throughout the U.S. and Canada, dancing, woodworking, and being with family.

Ted’s colorful stories will leave us with lasting memories of a life well lived. He lived with intention and an open heart. He was predeceased by his wife Betty in 2011. He is survived by his children: Kathleen Burgess, Beverly Burgess, Terry Burgess and Alan (Caren) Burgess.

William (Bill) Stein passed away on June 28, 2021, less than a month away from his ninety-ninth birthday. He was born at the Rotkreuzklinik in Würzburg, Germany to Carl Albert Stein and Lina Baunach. He enrolled in Pacific College at Newberg, Oregon (now George Fox University) in the fall of 1939 and graduated in June 1943 with a BS degree. While attending Pacific College, he lived at home and continued helping on the farm.



As a draftee, his military service began at Fort Lewis, Washington, in May 1943 where, after processing, he was assigned to the Army Air Forces. In his primary assignment, he served as a member of a gunnery school cadre that taught the B-29 remote control gunnery system to new and veteran air crews at Alamogordo, New Mexico, and Dalhart, Texas. The GI Bill enabled him to study forestry at Oregon State College (now University) from 1946 to 1948. Building on previous studies, he completed a compressed schedule of courses to earn a bachelor’s in forestry degree. He qualified for federal employment, and in May 1948, accepted an appointment on the Malheur National Forest at Seneca, Oregon. While at Oregon State, he met and courted Dorothy Ethel Palmblad; they married June 6, 1948.

At Seneca, he served on a three-person crew marking timber for partial harvest on both Forest Service and private exchange lands. Three months later he transferred

to a research assistant position on the Wind River Experimental Forest near Carson, Washington. Thus began a 41-year research career with the Forest Service Pacific Northwest Research Station.

In 1951-1952, he earned a master's of forestry degree at the Yale School of Forestry and relocated to his new assignment in Roseburg, Oregon. Studies at Yale University in 1957-58, followed by a thesis project comparing the juvenile growth of five conifers in three field environments met requirements for a PhD in 1963.

In June 1961, William accepted leadership of a newly formed Seeding, Planting, and Nursery Project based in Portland. For the next 13 years, he directed research on nursery practices, seedling quality, and stock comparisons. He also led the PNW Station's participation in the 1974 revision of the Woody Plant Seed manual by coordinating data collection, negotiating compiler assignments and contributing to and reviewing technical summaries for 63 species in 13 genera.

In 1973, his project was transferred to the Forestry Sciences Laboratory in Corvallis, and soon merged with another. William then served as a senior researcher leading several long-term studies comparing reforestation methods. He authored major reports on these studies after retirement in 1990.

William joined the Society of American Foresters in 1949 and held leadership positions in the Umpqua-Coquille Chapter and later on several national committees. He was elected a Fellow in 1991. He contributed regularly to several technical committees affiliated with the Western Forestry and Conservation Association, particularly the Northwest Forest Tree Seed Committee.

Scouting was his main community activity, serving 18 years as Scoutmaster in Tigard and Corvallis, and many more as an assistant and counselor. In 1969, he was awarded the Silver Beaver and in 1988 the St. George emblem.

OldSmokey Ron Skrip shares that Old Smokey **Bill Connelly** passed away on May 19, 2021. Of his fellow OldSmokey, Ron described him as a "good guy and one of a kind!!!"
ON



A Frontline and Personal Reflection on Diversity in the Workplace

Continued from page 13

they can easily feel ignored and unimportant during busiest time of the year. Some trainees felt ignored and, unfortunately, the wrong tone or message is taken away. The agency may never see them again, or worse yet, the interns and trainees tell fellow students, school administrators, family, and friends unpleasant things about their experience. It's really important for students to have those great, rewarding and powerful experiences to the extent that they tell everyone about it. This helps recruitment and retention too. Furthermore, I seen pairing trainees and/or creating a trainee community offer rich reward in recruitment, hiring and retention.

Creating a stronger agency

Hill – Going forward, it's really going to be important to have the right individuals in the organization who can deal with today's challenges, which are somewhat different than yesterday's challenges. I'm really excited about Randy's leadership at the national level, but he's one man. Hopefully, the National Leadership team will be composed of a great partnership folk capable of understanding and managing people who look like you and don't look like you in the agency, public and community.

Great work often starts local and with an individuals or groups of individuals. For example, when I first got to Milwaukee. I didn't have to look for housing because the leadership figured out how to rent an apartment for the pair of us trainees so that it made our transition a little less difficult. Some individual recognized and solved a problem for me before I arrived in the agency. I was impressed as an Arkansas young person, and it mattered and stuck with me throughout my career.

There's a lot of creative things that can be done and creative people who can do the work. An organization merely serves to match necessary work and capable people and the Forest Service has a good history of delivering when intentions and delivery speeds are important. The Forest Service always has had great folk within it who are willing to strengthen the outfit for the better.

Iwamoto –Tap into retirees who have gone through some of the trials and tribulations of working for the agency. Although we retirees may have started our careers 30-40 years ago, there are still lessons current employees can learn from the experiences of their predecessors. And there's so many resources and retirees who could be tapped! I'll bet most will come forward and be glad to help out. We have a lot of experience from our journeys to share and certainly mentor to the best of our abilities. *ON*



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