

NEWSLETTER



Southern Research Station

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The First Step in Restoring the Chestnut to Southern Forests

by Rob Doudrick and Tom Kubisiak

It has been nearly 95 years since the fungus that causes chestnut blight disease was introduced to North America. It moved from New York City starting in 1904 and spread southward at a rate of about 50 miles per year reaching Appalachia by the 1940's.

At one time, the American chestnut covered the mountains of the eastern United States from Maine to Georgia and west to the plains of Indiana and Illinois. It was so plentiful that it comprised 25% of all eastern trees that were merchantable. It sustained the economy of the East during the years which moulded the original Thirteen Colonies into the young and prosperous nation in which we live.

If you can imagine, this once abundant forest tree provided a wealth of commodities to the people who settled the areas in which it grew. It provided food, shelter, and clothing (in a roundabout way). The edible chestnut was very nutritious and high in protein. The wood was superior to many hardwoods harvested today providing lumber for houses, barns, and fences for livestock. The American chestnut was straight-grained, lighter and more easily worked than oak, and as rot-resistant as redwood. The bark tannins in chestnut were the Nation's major source for tanning leather that was used for clothing items, household goods, and horse tack.

By World War II, the chestnut blight fungus had reached North Carolina, including the famous forests around the Biltmore Estate of Mr. George W. Vanderbilt. The fungus has continued its spread throughout the entire range of the American Chestnut leaving virtually none of the species and its close relatives, including chinquapin, untouched.

In 1983, The American Chestnut Foundation (TACF) was founded by a group of scientists. This nonprofit organization has only one goal—to put the chestnut back in its place as the most important tree in eastern forests. And now, more than 50 years after the perceived death knell to the American chestnut, there is hope for restoration of the species. Advances in genetic research have made the transfer of the fungus resistance of the Chinese chestnut to the American species possible. This progress was evidenced by the planting of over 200 seedlings of blight fungus resistant American chestnut and Chinese

(continued on page 3)

CIP Results Lead to Action Plans

by Laura Lipe

The Continuous Improvement Process (CIP) results are back and units are starting to hold their employee action planning sessions. Facilitators are assisting with these sessions so that all employees will feel encouraged to participate and therefore have ownership in the plans that are developed. Action plans have a deadline for completion of January 31, 1998. At that time, we will be reviewing them for common issues that need action at the Station level. We have seen many positive changes from the last CIP survey process. One highlight was the Leadership Team's visit to each research work unit location to discuss employees' work with them on the ground. Communications is another area that has received much attention and employees now have better and quicker access to information. The CIP is a great opportunity for us to make our work environment better. Let's all participate in these action planning sessions.



1997-'98 Combined Federal Campaign...A Success!!

by Rod Kindlund

The Station Headquarters Combined Federal Campaign (CFC) was a success this Fall. It ended on October 31st and the totals are in. Of the 120 employees inhabiting the headquarters building (including Forest Health and Forest Inventory and Analysis), 53 participated in this year's charity drive. That makes our participation rate 44%. The total gift donated through the CFC to the Asheville-Buncombe County United Way (the consignee for the funding for all Federal agencies in and around Asheville) was \$8,637.10; over \$1,500 more than the 1996-'97 giving. As this year's coordinator for the CFC at headquarters, thank you for your generous support to the needy in Asheville and Buncombe County.

Now, for the incentive awards that were promised when we began the campaign. The 12 hand-tooled, leather coasters emblazoned with the Station Logo for the 12 highest contributions went to Pete Roussopoulos, Jimmy Reaves, Nancy Herbert, Laura Lipe, Phil Bailey, Alan Wagner, Donald Downs, Carol Ferguson, Pam Bowman, Melissa Carlson, John Simpson, and Louise Wyche Gittens. The Leadership Team donated 20 car washes to be drawn by lottery from the names of all

(continued on page 3)

From the Director's Desk...

Editor's note: This is the second in a five-part series on how the quickening pace of social change is affecting the everyday work we do and how we can adapt to make the most of it. This column continues with adaptive strategies for natural resource management policy and practice—for our science program, for our work environment, and for our lives.

In the last issue of this yet-to-be-named epistle, I introduced the topic of social change and its implications for our work and our lives. In this issue, I am addressing the resource management area—the users of the scientific knowledge we provide and the technology we develop to make it useful. Subsequent writings will explore forces of change and possible adaptive strategies vis-a-vis our science program, our internal working environment, and our lives as individuals.

None of us can foretell the future, but there seems to be little disagreement on some general trends that will affect the work of forest managers in the years ahead. We will continue to be challenged by ever-changing resource demands and ever-growing conflicts among those demands. Both public and private ownerships will be affected by these conflicts. As our human population continues to grow, third-world nations continue to develop, and globalized economic networks continue to emerge, the intensity and complexity of natural resource issues and conflicts will surely increase and place unprecedented demands on forest managers.

Decision makers will need information to continuously track and forecast changing resource demands and expectations, to determine what combinations of desired values from the land can be provided on a sustainable basis, and to translate those desired values into desired conditions on the land at any point in space and time. They will need standards by which they can judge the sustainability of their practices. The criteria and indicators for sustainable forest management developed jointly by the U.S. and eleven other nations through the Montreal Process represents a giant step forward, but they barely scratch the surface of what is needed.

Managers will need current, reliable information about actual conditions on the land and how they are changing in response to management actions and other disturbance factors. And they will need knowledge and decision-support tools to prescribe and implement cost-effective management actions designed to close the gap between actual and desired conditions. A tall order? You bet! But the Southern Research Station has already begun to shift its programs to help meet these needs.

Our recently released strategic science framework acknowledges sustainable forest management as the unifying goal underpinning all of our programs. This means that we will strive in all that we do to provide the science and technology to help meet the natural resource needs of today's society without impairing the ability of future generations to meet their needs. The strategic framework further identifies

(continued on page 3)

Management Team Meets in Asheville

by Carol Ferguson

Project Leaders, Group Leaders, and members of the Leadership Team met in Asheville the first week in November for the autumn Management Team Meeting.

Led by Jim Reaves, the meeting planners spent many hours honing the agenda, and the result was terrific. Unified by a "building relationships" theme, the meeting was a combination of 5-minute research success stories (no visuals aids allowed but plenty of homemade props) and drop-in talks from esteemed Region 8 and Washington Office guests. The group grappled with several difficult issues (peer review, long-term study maintenance, outyear budget formulation criteria, ethics, and civil-rights implementation), learned about culturally controlled differences and similarities, and returned home with the promise of a "free" computer for each Research Work Unit (computers will be purchased with General Administration funds to support the financial management system implementation).

Jim Purdue, former SRS Assistant Director, brought accolades (and a laundry list of research needs) from his perspective as Director of State & Private Forestry for the Southern Region. He urged scientists to concentrate on providing sound advice for management and decision-making (especially in assessment and monitoring) and 1-page technology transfer documents in a user-friendly format.

Representing the Research Deputy Chief's Office, Barbara Webber predicted that scientists will increasingly find themselves in the midst of conflicts and pressures from customers for early release of research results. She stressed the need for marketing (not to be confused with selling) of our products and for more data interpretation on how our products are used and how they benefit society.

Ron Stewart, Deputy Chief of Programs and Legislation, explained that the Government Results and Performance Act links strategic planning to annual performance planning and reporting. He stressed that GPRA attempts to focus more on the outcomes of investments in research than on the numbers of publications that a research organization produces. He characterized the Washington environment as increasingly competitive, where the focus is on "explaining it makes more sense to put dollars into the Forest Service than into other agencies and programs."

Nearly as valuable as the agenda items were the evening activities. At the Monday social, Jim Richmond received the Director's lifetime achievement award for his accomplishments in minority recruitment and civil rights. At dinner the following evening, the Management Team honored Mary Benally, recently retired Assistant Director for Administration.

The next Management Team Meeting is scheduled in Atlanta, GA, the third week in February. As in the past, the focus of this meeting will be the current-year budget allocation.

Director's Corner... (cont. from page 2)

three program emphases that are purposefully aligned with the adaptive management model: measuring and monitoring the resource; understanding ecosystem structures, function, and process (including human dimensions); and providing management techniques and practices to sustain and enhance the productive capacity of forest resources. We are hopeful that our success in implementing this framework will provide the forest management community with the tools needed to continuously respond and adapt in a changing world so the values we enjoy from our forests can be enhanced and sustained through time.

I am excited about where this strategic framework will lead our Station's programs, and where it could lead the natural resources community in the South. We have witnessed a rallying of constituency groups around key aspects of the framework. The emphasis on measuring and monitoring the resource is crucial to the concept of adaptive management. Forest Inventory and Analysis personnel, Southern Region S&PF representatives, and our State forestry and private cooperators in the southern states are all working together in the Southern Annual Forest Inventory System (SAFIS) to improve the inventory of southern forest lands. Plans are also being made to fully integrate measurement of Forest Health Monitoring detection plots with SAFIS. Through strengthened partnerships and investment in new technology, we hope to be able to inventory the entire South on a 5-year rotation. This will lend greater accuracy and credibility to the strategic information base driving natural resource policy and management decisions, and it will provide timely feedback on the effectiveness of these decisions so that actions can be promptly taken to reverse undesired trends. This is the *essence* of adaptive management.

SAFIS is one example of how our research programs are being focused and leveraged through our strategic framework to better serve a client community that's struggling to keep pace with society's changing resource needs and expectations. Our success in the three emphasis areas of measuring and monitoring resources, understanding ecosystems, and developing sustainable management practices will arm forest managers with the knowledge and the tools they'll need to swiftly and continuously adapt to the changing resource needs of today's world—all while ensuring a quality natural resource heritage for our children.

Can you think of a nobler purpose to serve? And with that thought, I thank all of you at the Southern Research Station for the many excellent contributions each and every one of you has made over the past year to further our mission. Your work is top quality, important, and much appreciated. Despite all the changes taking place around us, the advent of the New Year calls for a time-out...to reflect, recharge, and enjoy the gifts of friendship and love. Sue and I join in wishing you all a joyous, peaceful, and *safe* 1998.



Chestnut (cont. from page 1)

chestnut hybrids by volunteers of The American Chestnut Foundation at its annual meeting in early November hosted at the Biltmore Estate. Another 1,500 seedlings are planned to be planted along the estate's southern border later this winter. The seedlings are a result of 15 years of breeding by TACF.

In an effort to help speed the breeding program along, the scientists at the Southern Research Station, Southern Institute of Forest Genetics (SIFG) in Saucier, Mississippi are cooperating with scientists at TACF. The goal of their collaborative effort is to increase the efficiency of TACF's breeding program by incorporating selectable molecular genetic markers. These genetic markers are speeding the breeding program by: (1) helping to determine the number of genes that control resistance; (2) detecting additional sources of resistance; (3) determining levels of genetic variability in American chestnut, thus helping breeders optimize the number of American chestnut lines; (4) using marker-directed selection to recover American-type chestnut trees in fewer generations; and (5) selecting for resistance at the seedling stage, thus shortening the time between generations.

Another development contributing to the restoration of American chestnut may be the discovery and use of blight fungus hypovirulence. Even though the stems and canopy of a tree have been destroyed by the fungus, the root systems often remain alive. From these roots come new sprouts that sometimes exhibit a less severe blighting. The effect of the hypovirulence on new growth in the presence of hypovirulent fungus is still for growth followed by dieback, but because of hypovirulence it is possible for the trees to produce nuts and the vigor of the trees seem to influence the rate of seed production. The trees infected with the hypovirulent fungus unfortunately continue to be small and misshapen and will never be the American chestnut that once dominated our forests, but it may be the survival mechanism for the long-term future of the species in eastern American forests. The combination of resistance breeding and hypovirulence may afford the unique opportunity to restore the chestnut forests which once dominated the eastern forests of North America.

CFC Success (cont. from page 1)

contributors. The persons receiving the car washes will be announced in the next issue of this newsletter.

Again, on behalf of all the persons that the CFC helps during their times of need, thank you for your participation, understanding, and generosity. It is appreciated.

Determining Your Empowerment Rating

by Carmen Everton

In the last Newsletter, we discussed the significance of empowerment in affording each of us an opportunity to provide the product or service our customers need, and to be held accountable for that product or service. A work environment that provides the opportunity to seek greater efficiency and better service within well-defined authorities.

As the Director noted in his previous column, change is inevitable and we need to prepare for increasing rates of change. Being empowered is one key to adapting to that change because it encourages flexibility which in turn affects our lives and our customer responsiveness.

The following is an Empowerment Questionnaire that may help you determine a feeling for how empowered you are within the organization. This is not a validated instrument, but it may be useful in assessing your perceived level of empowerment. This questionnaire was taken from an article on empowerment presented by First Step Training and Consulting.

If you have a few spare minutes, I encourage you to answer the questions and rate your empowerment score. The results are for your information and may be helpful in dealing with work environment issues .

Rating Scale:

1= Can't really agree with the statement-may be partially accurate, but mostly it isn't.

2= I'm somewhere between agreeing and disagreeing with the statement.

3= I can pretty much agree with the statement. This is how it is most of the time.

Statement:

- (1)(2)(3) 1. I feel like I have control over my job.
 (1)(2)(3) 2. I get to decide what I will work on.
 (1)(2)(3) 3. No one tells me how to do my job.
 (1)(2)(3) 4. I get to set my own schedule, once I know what needs to be done.
 (1)(2)(3) 5. I don't have to go to someone for approvals all the time.
 (1)(2)(3) 6. Leadership responds quickly to implement viable suggestions from all levels of the organization
 (1)(2)(3) 7. There is substantial sharing of info between departments so I can go to anyone for help.
 (1)(2)(3) 8. I'm acknowledged as an expert, or at least very good at my job.
 (1)(2)(3) 9. People often ask for my opinion regarding work.
 (1)(2)(3)10. I'm proud of the way management works together as a cohesive team.
 (1)(2)(3)11. I know my boss really listens and is interested in what I have to say.

- (1)(2)(3) 12. I have plenty of opportunities to express my ideas to people who can make them happen.
 (1)(2)(3) 13. I have a fair degree of influence on how work is done within the organization.
 (1)(2)(3) 14. I am really proud of the way people are treated here.
 (1)(2)(3) 15. I am frequently learning new and interesting things at work.
 (1)(2)(3) 16. I feel important here at work.
 (1)(2)(3) 17. My job allows me to feel good about how I've grown.
 (1)(2)(3) 18. My boss lets me know exactly how I'm doing, so I don't worry about that.
 (1)(2)(3) 19. I feel very responsible for what happens here at work.
 (1)(2)(3) 20. I feel very appreciated for my knowledge, skills, ideas, and contributions.
 (1)(2)(3) 21. Work is stimulating because I'm always thinking of new and better ways to do things.
 (1)(2)(3) 22. I can disagree with my boss and actually win arguments fairly often.
 (1)(2)(3) 23. I get a lot of positive feedback for the good work I do.
 (1)(2)(3) 24. If I see something going on that's wrong, I know I can get it changed.
 (1)(2)(3) 25. My work is really important to the overall success of this organization.
 (1)(2)(3) 26. Information is readily shared and available whenever I need it.
 (1)(2)(3) 27. It's really easy for me to access information on just about any work related issue.
 (1)(2)(3) 28. I feel I am doing meaningful, significant work.
 (1)(2)(3) 29. My value to the company has increased over the years.
 (1)(2)(3) 30. I believe I'm making a significant contribution to the success of this organization.

EMPOWERMENT QUESTIONNAIRE SCORING SHEET.

Place the rating you gave each statement previously on the line to the left of that statement below.

Empowerment Domain: Impact - Input can change things for the better.

- ____ 12. I have plenty of opportunities to express my ideas to people who can make them happen.
 ____ 13. I have a fair degree of influence on how work is done within the organization.
 ____ 16. I feel important at work.
 ____ 22. I can disagree with my boss and actually win arguments fairly often.
 ____ 24. If I see something going on that's wrong, I know I can get it changed.

(Continued on page 5)

Empowerment Domain: Information - Access to Information

___ 26. Information is readily shared and available whenever I need it.

___ 27. It's really easy for me to access information on just about any work related issue.

___ 7. There is substantial sharing of information between departments, so I can go to anyone for help.

Empowerment Domain: Ability - Secure and confident in competency

___ 8. I'm acknowledged as an expert, or at least very good at my job.

___ 9. People often ask for my opinion regarding work.

___ 18. My boss lets me know exactly how I'm doing, so I don't have to worry about that.

___ 23. I get a lot of positive feedback for the good work I do.

___ 21. Work is stimulating because I'm always thinking of new and better ways to do things.

Empowerment Domain: Significance - Doing important work

___ 11. I know my boss really listens and is interested in what I have to say.

___ 19. I feel very responsible for what happens at work.

___ 25. My work is really important to the overall success of this organization.

___ 28. I feel like I'm doing meaningful, significant work.

___ 30. I believe I'm making a significant contribution to the success of the organization.

Empowerment Domain: Progress - Making headway, growing, learning

___ 6. Leadership responds quickly to implement viable suggestions from all levels of the organization.

___ 10. I'm proud of the way management works together as a cohesive team.

___ 14. We don't follow fads, but do make considered changes and stick to them.

___ 20. I can count on the leaders in this organization to keep their word and deliver on their promises.

___ TOTAL

Individual Interpretations:

81 to 90: You feel empowered most of the time and feel good about yourself, your company, and your work. It's probably safe to assume you are highly motivated and very positive about the future.

74 to 80: You often feel empowered. You are probably a self-starter and rely more on yourself than your company to get what you want. You are confident. You are probably more "determined" than you are "motivated".

66 to 73: You may feel empowered once in a while. The company is meeting some of your development needs. If it's important to you to feel like you're making progress, you may feel a bit frustrated by your current work situation. If you are content, this level of empowerment may be fine for your needs.

30 to 65: You don't feel empowered most of the time. Your company may not value empowerment or is just beginning to move in that direction.

This questionnaire is just one tool in assessing your empowerment rating. If you have any questions or wish to discuss any part of this questionnaire, please contact Carmen Everton at 704-257-4342.

A sense of empowerment provides the opportunity to be more customer responsive. For each of us, as customers and service providers, empowerment is one tool to help us cope with our quickly changing work environment, to meet our mission and achieve personal goals. ↑

Charleston Lab Employee Receives Civil Rights Award

by Mark Ferguson

Marianne Burke, ecologist for the Center for Forested Wetlands Research (SRS-4130) in Charleston, South Carolina was selected as the recipient of the 1997 Civil Rights Committee Award.

Marianne was recognized for developing a highly successful summer student program that provides experience in wetland ecology, environmental studies, hydrology, forestry, soil science, and ecological modeling. Applicants for the program must be enrolled in and plan to return to an accredited college or university. Marianne's outreach to fill available positions in this program include 16 Historically Black Colleges & Universities (HBCUs), 8 other minority schools, and 2 schools with departments for disabled students. The 1997 class included 6 women and 5 minority students.

Ms. Burke was nominated for the award by William Harms (RWU-4103) and Robert Hooper, III (RWU-4201). In part, her nomination reads: "The success of this program is attracting a mix of capable students from all cultures to spend a summer working with our scientists is due in very large measure to Marianne's considerable efforts in making the program known."

Marianne was presented a certificate and check by Carl Trettin, Project Leader for the Center.

Congratulations from the Civil Rights Committee and thanks, Marianne, for your continued support of Civil Rights and Civil Rights Initiatives. ↑



Name-the-Newsletter Contest Results Ballot

The following suggestions were received to name *your* newsletter. Please review the list and vote for one (1) selection, only. The Spring '98 issue will unveil the new newsletter masthead. Thank you for submitting suggestions for the Name-the-Newsletter Contest and for being involved in the voting process to choose the most appropriate title. Please cut out this ballot (or make a reasonable facsimile) and send to Rod Kindlund, Asheville Headquarters, by March 5th. Thanks...Ed

Check your choice:

- The Sentinel
- Southern Accent
- Southern Selections
- Southern Exposure
- The Shingle
- The Source
- The Southern Station Summary
- The Southern Summary
- The Southern Research Station Summary
- Research Ramblings
- SRS Research Ramblings
- SRS Employees In Action
- SRS Employees Endeavors
- SRS Activities & Endeavors
- Tree Speech
- Seasons
- In A Nutshell
- Collaborator
- The Southern Voice
- SRS Hawker
- Research News
- Research Gazette
- Daily Planet
- The Tattler
- SRS.gov
- The Communicator
- Station Crier
- The Reporter
- The Informer
- The Grapevine
- Noteline
- Southern Dispatch
- SRS Highlights
- SRS Information Letter
- SRS Newsletter

College and Forest Service Courses Focus on the Southern Appalachians

by Claire Payne

Consider an opportunity to learn about the ancient Southern Appalachian Mountains—the geology, forest communities, watersheds and longitudinal succession within a river, and wildlife resources. Your classroom is the Western North Carolina Nature Center, where environmental education excites spirited minds of all ages on a daily basis, with seasonal celebrations that include December's "An Evening With The Reindeer." Field trips to the headwaters of the North Mills River on the Pisgah National Forest, Mount Mitchell State Park, the Cradle of Forestry in America, and Bent Creek Research and Demonstration Forest round out this learning experience. Tom Dechant, Biology Department Chair at Asheville-Buncombe Technical Community College, developed the course *Natural History of the Southern Appalachians* to teach students about the natural resources of the Southern Appalachians. He strives to enable people to objectively evaluate the increasingly controversial issues surrounding natural resources. The Southern Appalachians harbor such an abundance of plant and animal life that they are a true genetic reservoir of diversity, studied by researchers and academicians, valued by long-term residents and newcomers, and visited by tourists from around the globe.

Dechant has been teaching the *Natural History of the Southern Appalachians* course, a mixture of seminars, slide presentations, and field visits, since 1990. Dechant, who earned his Ph.D. at North Carolina State University, offers a special two-week course for teachers during the summer. His dissertation focused on the course's impact on the curriculum of North Carolina's elementary and middle schools.

Bent Creek houses the Ecology and Management of Southern Appalachian Hardwood Forests research work unit, and a strong partnership developed when forester Eric Berg offered to present a course module related to forest communities, succession, and regeneration. The session includes a visit to Bent Creek research plots or nearby industrial lands impacted by various methods of logging—group selection, shelterwood, clearcutting, or single tree selection.

Dechant welcomes outreach opportunities, a hallmark of A-B Tech's mission, and he has taken his classroom to the Western Carolina University campus, the North Carolina Arboretum, and the Blue Ridge Parkway. Learning about forest management and regeneration techniques from a non-Forest Service perspective invites lively discussions and anecdotal information that build a bridge to understanding the Southern Appalachians' rich ecosystems and the impacts of humans, from the Native

(continued on page 11)

Dr. Manuel Maass Returns to Coweeta Hydrologic Lab

by Wayne Swank

Dr. Manuel Maass visited Coweeta Hydrologic Laboratory for 2 weeks in November. His last visit to Coweeta was 2 years ago for a several-month stay accompanied by his wife, Martha, and their 3 sons. Manuel is a professor and research ecologist in Morelia, Michoacan, Mexico, the home of the new campus of the National University of Mexico. His relationship with Coweeta dates back to the early 1980's when he was a graduate student at the University of Georgia and Dr. Wayne Swank served on his Ph. D. committee. Subsequently, Manuel returned home to Mexico where he began studying the hydrology of tropical deciduous forests, however, he and Wayne continued to work together on the design of a project to establish baseline hydrological data for the Chamela Biological Station on the Pacific Coast of Mexico. This collaboration between Dr. Maass and Dr. Jim Vose are using several years of data to validate a hydrologic model for use at Chamela. Manuel is also working on the establishment of the Mexican Long-Term Ecological Research (LTER) system. His interaction with Coweeta has provided a base for the project in Mexico.

Other News from the Coweeta Lab:

Summer brought an influx of college interns. Stephanie Hitchcock from Furman University worked with Dr. Katherine Elliott on the effects of Hurricane Opal on vegetation in the Coweeta basin, as did Cissy DeHart, a senior from Bryson City, NC, who volunteered at the Lab this summer. John Martin, a recent graduate of University of Wisconsin, Madison, is currently completing a project on allometric relationships for southern Appalachian hardwood species in conjunction with Brian Kloeppel, our LTER site manager, and Dr. Steve McNulty (SRS-4852, Southern Global Change Project). He was assisted this summer by Darren Kimbler and Tara Schaefer, University of Wisconsin, Madison. Stephanie Hyder returned from Auburn to work on a soil biology project with Dr. Jennifer Knoepp. Scott Crawford, an incoming freshman at UNC, Chapel Hill, provided data management for Patsy Clinton on the Wine Spring Creek Ecosystem Management Project. Craig Stickney, a senior at Rabun Gap-Nacoochee School in Georgia, also volunteered on various projects this summer.

Coweeta hosted numerous tour groups this summer and fall. We hosted over 140 visitors representing such diverse groups as NC State University hydrology class, Lenoir-Rhyne College, Clemson ecology class, Western Carolina University, Cope Crest Elder Hostel, UGA Institute of Ecology Director Ron Carroll and administrative assistant Janice Sand, and the Macon County Residents Group; seminars were given by Dr. Kurt Johnson and Dr. Sue Bolton; and six members of the Chilean Forestry Group accompanied Eric Berg from Bent Creek to tour Coweeta.

People Profile

Editor's note: As a continuing feature of the SRS Newsletter, we will profile at least one employee from around the Station per issue. Please submit your People Profile articles to the editor by the submission deadlines.

Nancy Walters comes to the Southern Research Station as staff assistant to the Director where she will be helping the leadership team and others become more effective. Looking for a change of scenery and new challenges brought Nancy and her family to Asheville. She comes to the South from the North



Central Station in St. Paul, Minnesota (just in time to avoid the nasty winter months) where she was a research applications specialist. In the last 19 years she spent at the North Central Station, she filled a number of roles in which she brought scientists together with research end-users to facilitate those relationships and assure effective transfer of research results.

Nancy says her first love is meeting design and facilitation, "we spend so much time in meetings, if I can contribute to meetings that are well organized and run, I feel good about the value I add to the Forest Service." Her role will extend beyond meeting management however, to assisting groups of people in many different forums to help them work together effectively.

Nancy began her Forest Service career in 1975 in Albuquerque, New Mexico where she worked as a forester in State and Private Forestry and on the Cibola National Forest. She met her husband (to be) the first day on the job in Albuquerque. In addition to husband Jim, she is joined in Asheville by her 16-year-old son, Adam. Her son Jeff is at the University of Evansville in Indiana.

Frank Bonner Named SAF Fellow

by John Stanturf

Frank Bonner, recently retired Project Leader of the former SO-4103 and internationally recognized seed biologist, was elected a Fellow of the Society of American Foresters. Frank is a volunteer with SRS-4155 completing the revision of the Woody Plant Seed Manual, as well as finishing some long-term seed storage studies. When he's not traveling, Frank can be reached at 610-323-7967 or ftbonner@compuserve.com.

Charleston Lab Celebrates 20 Years of Research

by Bill Harms

The Charleston Lab opened its doors in November 1977. The Forestry Sciences Lab also houses the Center for Forested Wetlands Research headed by Carl Trettin and 25 staff members. The Center celebrated the Lab's 20th anniversary recently with a luncheon. Of the original contingent assigned to the Lab, only two remain in place: Bill Harms and Bob Hooper. Tom Lloyd is now stationed at Bent Creek. Five of the original staff members have died: Gordon Langdon, Ken Trousdell, Bud Henderson, David Priester, and Rudy Gaskins; seven are retired: Lillian Warren, Ellen Cahill, Bill Legrande, Dennis Auld, Larry Wilhite, Bill McKee, and Rita Delay; and two re-signed from the Forest Service: Martha McKelvin and Carlyle Franklin.

Clafin College Visits the Charleston Lab

by Marianne Burke

The Center for Forested Wetlands Research (SRS-4103) hosted two faculty and twenty-eight students from Clafin College on November 7, 1997. The students are considering concentrations in environmental science and they spent the day with Center scientists and staff and the staff of the Francis Marion National Forest. Formal presentations included an introduction to environmental research by Marianne Burke, environmental science and tree growth by Bill Harms, soil inventory, classification, and management by Dennis Law, and managing forest resources with simulation modeling by Harbin Li. After a tour of the Center, the group departed for the Santee Experimental Forest and Francis Marion National Forest where they were introduced to natural resource management by Margaret Bailey, hydrologic studies by Susan Barker, and fire and red cockaded woodpecker ecology by Bill Twomey. Several students took advantage of the field trip to collect plant specimens for a botany class assignment.

A number of the students expressed an interest in working as undergraduate interns at the Charleston Lab and plan to apply to the Summer Student Program for summer 1998. The Center is a partner with Clafin College in the Strategies for Ecological Education, Development and Sustainability (SEEDS) Program, a collaboration between the ecological Society of America (ESA) and the United Negro College Fund (UNCF). This partnership has been facilitated with Marianne Burke's participation in the SEEDS program.

Caterpillar Grand Opens Forest Products Training Center

by Robert Rummer

On October 25, Caterpillar officially opened their new Forest Products Training Center near Auburn, Alabama. The Center is a unique partnership among Caterpillar, Mead Corp., Auburn University, and the Engineering Research Unit (SRS-4703). Situated on a 200-acre wooded tract, the center includes an equipment compound with maintenance facilities, classroom building, and offices. In addition, the Center will support a rotating fleet of the latest Caterpillar forest equipment. Caterpillar will use the facility to provide customer and dealer experience with their expanding forest equipment line. Auburn University will be utilizing the site to provide enhanced courses in forest machines, layout and planning of forest roads and operations, equipment design, and expanded continuing education programs. The Engineering Research Work Unit will be able to conduct research projects on the site. For example, there are plans to investigate GPS monitoring of forest machine movement and the correlation to subjective assessments of site impacts from traffic.

During the grand opening, Caterpillar hosted employees and their families from the cooperating partners. The tour included a visit to the new skidder assembly plant in LaGrange, GA and live demonstrations of Caterpillar's current forest equipment line at the training center. Soft drinks and all-you-can-eat peanuts helped offset the rainy weather.

This partnership will grow and provide value to all of the groups involved. Through the support and involvement of a research unit of the Southern Research Station, forestry education at Auburn University will be enhanced, Forest Service research programs will be enhanced, and there are new opportunities for technology transfer to Caterpillar, its customers and dealers.



Bryce Stokes (SRS-4703) visits with Kent Hanby (AU School of Forestry) at the new Forest Products Training Center

Newsletter Publication Schedule

<u>Issue Name</u>	<u>Submission Deadline</u>	<u>Publication Date</u>
Spring '98	March 6	March 27
Summer '98	June 5	June 26
Fall '98	September 4	September 25
Winter '99	November 20	December 10

S A F E T Y

by Jim Holbrook

The following accidents were reported for the F.Y. 1998 accident statistics for the Station during the time span covered by this issue of the Newsletter.

July 30, 1997 - in Escambia, AL, an employee backed a Forest Service pickup into an Alabama Forestry Commission vehicle. No injuries occurred, but caused minor damages to the vehicles in this chargeable accident.

September 11, 1997 - Stoneville, MS, an employee parked the Government vehicle at the Post Office leaving the motor running, thinking it was in "park". The vehicle was in gear and rolled into a guardrail and dented the hood. Estimated damages were \$240.00 in this non-chargeable accident.

November 6, 1997 - Alexandria, LA, an employee rear-ended a '97 Lincoln Continental Town Car at an intersection. He (the employee) was charged with following too closely in this chargeable accident.

November 21, 1997 - Asheville, NC, an employee backed a POV into a parked contractor's truck in the Headquarter's visitor parking lot. The employee's vehicle sustained \$250.00 damage while the contractor's truck was undamaged in this nonchargeable accident.

December 1997 - Bent Creek, NC, an employee backed or slid into a tree damaging the side panel of the Government vehicle in a chargeable accident.

Additionally, to the right is a "Bomb Threat Checklist" that you can photocopy or clip out of this Newsletter and place inside the front cover of your telephone book. The back side of the checklist has been left blank for a reason—so you can cut the form out and then will be able to write on the back, if needed.

Remember...EVERY month is S-A-F-E-T-Y Month, so let's all work safely whether we're in the field, lab, headquarters, travelling—whatever the reason: Most accidents ARE preventable.



Alternative Prescriptions in Upland Hardwoods

by Robert Rummer

What can I do besides clearcut? This is a common concern for landowners of low-value upland hardwood stands. Clearcutting represents a cost-effective method of recovering fiber volume and reestablishing a management program. However, growing concerns about site impacts and esthetics are prompting a second look at alternatives. The Engineering Research Unit (SRS-4703), led by Bryce Stokes, has developed a cooperative study on the Yeager Tract, a demonstration forest in Lawrence County, AL owned by Champion International. Clear-cutting, deferment cutting, and strip clearcutting are being examined by a multi-disciplinary team that includes soil

(continued on page 12)

BOMB THREAT CHECKLIST

Instructions: LISTEN, DO NOT INTERRUPT THE CALLER!

Name of Operator: _____ Time: _____ Date: _____

Caller's Identity:
Sex: Male Female Approx. Age: _____ years

Voice Characteristics: Speech: _____ Language: _____
 Loud Soft Fast Slow Excellent Good
 High Pitch Deep Distinct Distorted Fair Poor
 Raspy Pleasant Stutter Nasal Foul Other
 Intoxicated Other Slurred Other

Accent: _____ Manner: _____ Background Noises: _____
 Local Not Local Calm Angry Office Machines
 Foreign Caucasian Rational Irrational Factory Machines
 Race Region Coherent Incoherent Bedlam Trains
 Deliberate Emotional Animals Music
 Righteous Laughing Quiet Voices
 Mixed
 Street Traffic
 Airplanes
 Party Atmosphere

BOMB FACTS KEEP CALLER TALKING

If caller seems agreeable to further conversation, ask questions like:
When will it go off? Certain Hour _____ Time Remaining _____
Where is it planted? Building _____ Area _____
What kind of bomb? Where are you now? How do you know so much about the bomb? What is your name and address? Hold on the line while I notify supervisor listed below:

Did caller appear familiar with office or building by his description of the bomb location?

Write out the message in its entirety and any other comments on reverse side.

ACTION TO TAKE IMMEDIATELY AFTER CALL

Notify following persons in order given:

Name _____ Phone No. _____

Name _____ Phone No. _____

Name _____ Phone No. _____

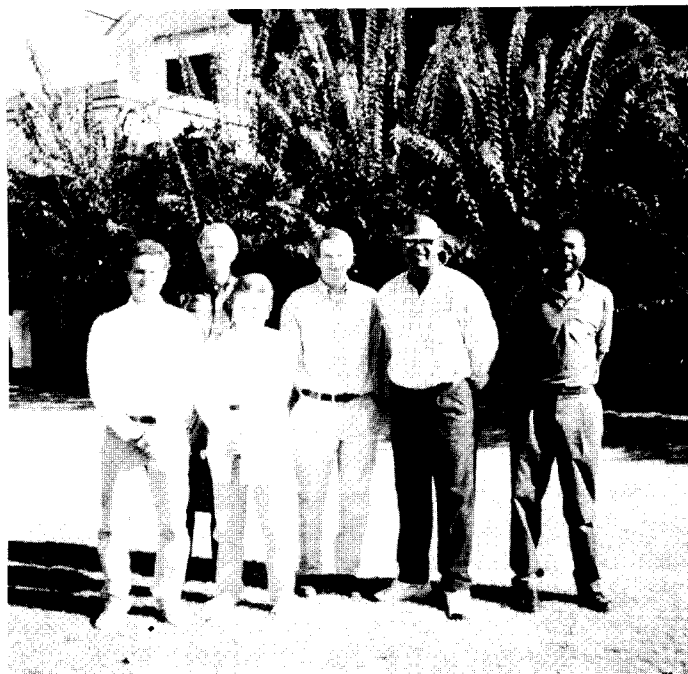
Name _____ Phone No. _____

Unity Day with the Alabama National Forest

by John Klepac

We are all on the same team. Employees of the Research units in Auburn, AL (SRS-4703 and SRS-4105) joined employees of the Alabama National Forests to celebrate Unity Day on October 30. The event was held on the grounds of the Wynton Blount Cultural Park in Montgomery, AL with a program that recognized and appreciated the diversity of our workforce.

The program opened with introductory comments from Forest Supervisor John Yancy, who recognized participants from all the National Forests in Alabama. He also recognized employees of the Auburn Lab and was pleased to have participation from the Research Branch. The first speaker was Darla Graves from the State of Alabama Indian Affairs Commission, who's theme was "Year of the American Indian in Alabama". Mrs. Graves elaborated on the history of Native Americans in Alabama and what they are doing to recognize and celebrate their rich heritage. Next, the group enjoyed listening to a beautiful bagpipe medley played by Michael McNutt. After lunch, the program began with a very educational presentation by Bob Pasquill, who's theme was "It's 1785 and You Don't Feel Well". Mr. Pasquill enlightened the group on what it was like being treated for an illness over 200 years ago and emphasized the techniques that different ethnicities inherited and employed during that time. The program ended with an inspiring presentation by the Alabama State University Theater Arts Program with the theme "Celebrating Our Diversity".



John Klepac, Roger Best, Janice Jordan, Matt Veal, Erwin Chambliss, and James Dowdell from the Auburn Lab

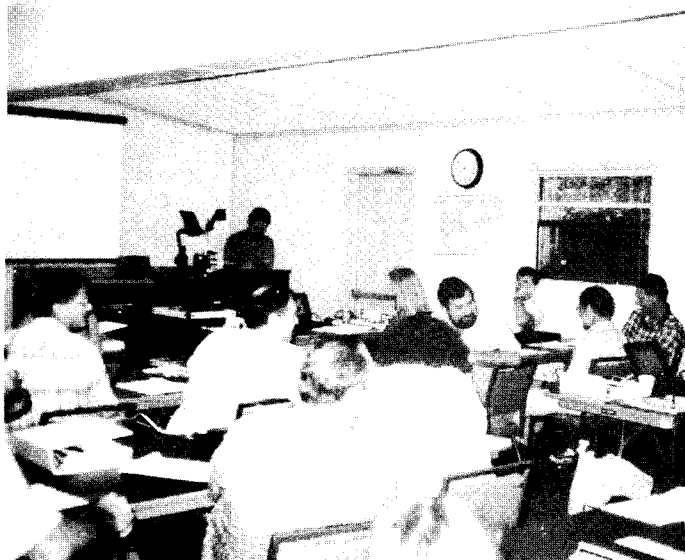
FVS Training Session...first in the South

by Erik Berg

The Southern Research Station took another innovative step in September by sponsoring the Forest Vegetation Simulator (FVS) training session. It was the first such workshop to held in the South. Most of the participants were Forest planners and silviculturists from throughout Region 8, as well as, the Station's Forest Inventory and Analysis group and Bent Creek Experimental Forest employees. The week of intensive, hands-on training in the basic use of FVS was instructed by Rich Teck, Mike Van Dyck, and Barry Lilly from the Washington Office Service Center in Fort Collins, Colorado. More training in the South in FVS is expected throughout FY'98.

FVS is a computerized forest growth and analysis system developed in the early 1970's by Al Stage at the Rocky Mountain Research Station. Since then, the system has undergone many refinements and analytical tools have been incorporated into the system to make it a leading ecosystem dynamics model. Variations of FVS are being used from coast to coast. Region 8 personnel believe that FVS has a potential to be the computerized package that will integrate southern growth simulation efforts.

Trainees applied newly-learned concepts by running growth simulations on 15 lap-top computers in a network that included printer-sharers and two laserprinters. Participants found that using FVS on southern forest tree data was, at times, frustrating because model projections frequently did not match their experiences in southern forests. Computerized simulations should be greatly improved when the southern upland-hardwoods variant of FVS is made available to planners and land managers. This newest variant is being developed by Bent Creek scientists Tom Lloyd and Mike Rauscher working with modelers in Region 8, FIA, and Ft. Collins.



Awards.....

James Earl received the C.W. Watson Award at the Southwestern Association of Fish and Wildlife Agencies in Oklahoma City in October.

Jim Dickson received the Book Publication Award from the Southeast Section of The Wildlife Society for his Proceedings of the Seventh National Wild Turkey Symposium, also this past October.

In November, Bob Thatcher received the Hinote Award from the Southern Appalachian Man and the Biosphere Program Executive Committee for his sustained personal dedication in promoting the objectives of SAMAB as Secretary of the Executive Committee.

Also in November, Jim Richmond received the Director's lifetime achievement award for his accomplishments in minority recruitment and civil rights during an evening social at the SRS Management Team Meeting held at the Holiday Inn Sunspree in Asheville.

Again in November, Valerie Cooper received the Director's Multi-Cultural Award for 1997 for her work in multi-cultural diversity in the workplace.

Congratulations to all these Southern Station employees and retirees for their excellent work which has paid off in the recognition they are so deservedly due.

Courses Focus on Southern Appalachians

(cont. from page 6)

Americans to today's expanding population. In a recent seminar, Dechant stated that the "Forest Service is the best scientific research organization in the world." If you want more information on Dechant's course, please contact Claire Payne at 704-257-4392 (C.Payne:S33A).

In an additional course, about 2,000 feet into the Southern Appalachians, Bent Creek provides a beautiful setting for the annual summer silviculture course for State foresters. In 1998 Bent Creek scientists will also offer an advanced session. Erik Berg plans to firm up the schedule in January, so look for more information soon. To learn the details, call Erik at 704-667-5261, ext. 113.

Final Strategic Plan Is Due Out Soon

by Melissa Carlson

The four-color process booklet, the "Strategic Framework for the Southern Research Station," which includes the Station's Cross-Cutting Themes was sent to the Government Printing Office in September. It is expected to be finished and delivered in January. Each RWU will be sent 100 copies for availability to employees and for handouts. Additional copies may be requested from Publications in Asheville Headquarters, or by phoning Melissa Carlson at 704-257-4849.

Personnel News & Notes

Athens

Conversion:

Terrence Campbell, Forestry Biologist, reported August 31, 1997 from the Stanislaus National Forest (California) as a coop. ed. student and is a recent graduate from Florida A&M University

Reassignments:

Barbara Mercer, Business Manager for the Forestry Sciences Lab, reports January 20, 1998; transferred from the Hitchiti Experimental Forest

Headquarters

New Hires:

Randy McCracken, Webmaster in the Communications Office, reports January 4, 1998; transferred from the Charlotte Office of the Agricultural Marketing Service

Reassignments:

Anne Weiskircher, Voucher Examiner in Fiscal Resources reported on October 26, 1997; transferred from the Apache-Sitgreaves National Forest (Arizona)

Wanda Carambot, Personnel Assistant, reports February 17, 1998; transferred from the Chequamegon National Forest (Wisconsin)

William Carothers, Field Representative for Forest Health (R-8), reported January 4, 1998; transferred from the Regional Office (Atlanta, GA)

Alternative Prescriptions (cont. from p. 9)

scientists, silviculturists, and forest engineers. The replicated treatment blocks are being monitored for regeneration dynamics and soil movement. Harvesting productivity was assessed during the implementation to compare treatment costs. Computer simulations of landscape esthetics are also being developed and tested.

The unique aspect of this study is the extensive partnerships that were developed. Situated adjacent to the Bankhead National Forest, the Yeager Tract project provided a common focus for National Forest Systems, county forestry committees, Alabama Forestry Commission, Auburn University, Alabama A&M University, Champion International, and the Southern Research Station. In September, representatives of these partners visited the site and were briefed on the latest findings from the research program. Pete Roussopoulos, Sam Foster, and Jimmy Reaves attended the review from Asheville and emphasized the importance of collaborative research programs and diverse partnerships. Partnering brings our customers in up front and ensures that the research products we are developing provide a timely and valuable contribution to resource management.

The Southern Research Station Newsletter represents events and employee news from the research laboratories and administrative staffs in Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, Tennessee, Texas, and Virginia—the States that make up the Station's territory. This newsletter is published quarterly by the USDA Forest Service, Southern Research Station, Public Affairs Office, P.O. Box 2680, 200 Weaver Boulevard, Asheville, NC 28802; Editor: Rod Kindlund, Associate Editor: Mercedes Fios-Young. To submit newsworthy stories for future issues, please send complete articles by hard copy or on diskette (WordPerfect) to Mercedes Fios-Young at the above address, call (704) 259-0509, or e-mail to myoung@rs@fs.fed.us. Photographs are encouraged, preferably black and white. The USDA Policy prohibits discrimination on the basis of race, color, national origin, sex, age, religion, disability, political affiliation, and marital status. Any person who believes he or she has been discriminated against in any USDA-related activity should immediately contact the Secretary of Agriculture, Washington, DC 20250 or call (202) 720-7327 (voice), or (202) 720-1127 (TDD)....Editor

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