



Northeastern Area State and Private Forestry



News Notes

February 2010



From the Director's Desk

Revisiting NA's Roadmap

We all understand the importance of a road map when we take a journey to someplace we haven't been before. And on some of these journeys we need a schedule and an itinerary and good navigation!

We've been on a journey with the Unified Program of Work (UPOW) Guide for a year. This document acts as a road map for the changes made in our organization, roles, and responsibilities. It's time for us to take a look at that Unified Program of Work "road map" and, using the experience we have had for the past year, identify those steps, processes, and roles that need clarification or to be added to the UPOW Guide so that our journey is easier to understand and follow. Recall, too, that as a guide, the UPOW is not intended to detail every role, responsibility, or process. Guidance and your good judgment combine every day to do our work!

I promised in February 2009 that we would revisit the UPOW Guide and ask you for comment. All of us have a stake in making the guide successful for us. This document outlines accountability and responsibility so that each employee understands where decisions are made, how the field offices and Newtown Square coordinate and collaborate, and the role the NA Executive Team takes to strategically advance our work and fully utilize our people and our organization. We may not have implemented or completed all the processes and steps outlined—after all, the UPOW is only a year old—but we have made progress on many elements and I want to hear from you if the document has been a good road map.

We will gather up survey comments and results so that we have substantial data to analyze and make considered changes. I promise you that I will carefully and thoughtfully read what you have written, complete a thorough analysis of what you have said, and will present the findings to the NA Executive Team for decisions on next steps. Where the UPOW Guide needs to better outline and articulate roles and responsibilities to help you with your job, I will do that. I will also add or take away steps in our processes that will help us be more efficient in our work. But I need your input to show me how the document helps you or where it can be more helpful.

The Northeastern Area is composed of excellent employees who have the State and Private Forestry mission first and foremost in their work culture. The UPOW is one way for NA to keep itself on track with its mission and serve its partners to sustain and conserve our Nation's forests.



Let's work together to make the UPOW a better tool for our success. If you have not yet responded to the survey, please take a few minutes now (that's all it will require) to do so!

<https://www.surveymonkey.com/s/UPOW>

Respectfully,

Kathryn P. Maloney, Area Director

Sustainable Operations Tip of the Month:

RECYCLING: Paper, newspaper, and cardboard, yes! Pizza boxes, no!

By: Roberta Burzynski



Recycling paper, newspaper, and cardboard is an important way to pitch in and be environmentally responsible. However, you should avoid recycling pizza boxes, as this grease-stained cardboard can do more harm than good! The oil in the grease stain interferes with the pulp-recovery process, which is water based. Oil contamination can damage recycling machinery and make it necessary to discard entire batches of slurry mixture. The estimated cost of such contamination is about \$700 million per year industry wide, according to Earth911.com. Some recycling companies do not accept pizza boxes because of the inevitable contamination, so check with your local company. Recycle only clean box lids, or cut away all stained areas. Put food-contaminated cardboard in the trash.



Newtown Square Headquarters Office

Director's Awards Presented

The fifth annual Northeastern Area State and Private Forestry Director's Awards were presented February 23 in an Area-wide video conference. Kathryn Maloney, NA S&PF Director, established the awards to recognize outstanding work demonstrating dedication in helping the Area meet its goals.

"This year's recipients have made meaningful contributions not only for this year, but have demonstrated consistent contributions over an extended period of time," Maloney said.

The four categories are Individual Achievement, Team Achievement, Special Achievement in Civil Rights or Recruitment, and Outstanding Unit.

Jill Johnson received the *Individual Achievement Award*, reflecting sustained performance shown by innovations in program delivery, meeting specific NA Strategic Goals, servicing customers, and staff support that enables accomplishments and enhances performance within NA. Among her accomplishments were the development of the "Tree Owner's Manual," a state-of-the-science publication that helps people select, plant, and care for trees. In its first 4 months of release, the publication was downloaded nearly half a million times. She has also been active on a number of special assignments, including the National Technology Transfer Team, Urban Forest Health Monitoring Team, National Budget Performance Integration Team, and the Chief's Sensing Team.

The Team Achievement Award went to the NA State-wide Forest Resource Assessment and Strategy Team. The overall effort, focus, and service provided by this team to the NA States have been outstanding and recognized.

The team members are **Sherri Wormstead, Tom Luther, Anne Archie, Bob Lueckel, Jill Johnson, Dennis McDougall, and Martina Barnes.**

Some of the team's highlights include:

- Use of Webinars, conference calls, and meetings when needed to bring together experts, planners, and GIS specialists from across the country to address data needs and demonstrate tools such as the Carbon On-line Estimator (COLE) and Forest Inventory Data Online (FIDO).
- Providing strong leadership and guidance to the States (NAASF and Forest Resource Planners Committee) in the development of State Assessments and Strategies.
- Tools, publications, and products developed and/or supported by the Team to assist States in the development of their State Assessments, which are used not only at the regional level but at the national level as well.

Billy Terry received the *Director's Award for Civil Rights and Recruitment*, recognizing outstanding achievement in areas such as, but not limited to, civil rights, recruitment, workplace environment, diversity customer support, and ethics, among others, that contribute to improved program delivery and employee productivity.



“Billy has provided progressive, strong, visible, organized, and tireless leadership to NA’s Civil Rights program,” Maloney said.

Notable actions he was recognized for include:

- As a result of his leadership and hands-on approach, NA received very high marks during the WO Civil Rights Review.
- His efforts have significantly raised the awareness level of NA personnel with respect to civil rights and diversity, and he was instrumental in promoting the delivery of the “Dialogue on Diversity” workshops within the Northeastern Area.
- With his leadership, NA developed its existing Civil Rights Action Plan, as well as the Civil Rights Collection Tool, a Web-based reporting system for Civil Rights activities.

The *Outstanding Unit Award* recognizes achievements of a unit in overall performance as reflected in meeting targets, deadlines, State report card scores, and the maintenance of administrative accountability. This year’s Outstanding Unit Award went to the Office of Communications, Creative Services Group. Group members include Team Lead **Victoria Evans** and **Kathy Anderson, Roberta Burzynski, Frank Cromer, Patty Dougherty, Sandy Fosbroke, Nancy Lough, Debbie Muccio, and Juliette Watts.**

Some of the Unit’s achievement highlights are:

- Development (editing, layout, and design) and delivery of cost-efficient, professionally designed information products for NA.
- This Unit, which works almost completely in a virtual environment, has worked tirelessly to streamline work flow processes and initiate new ways of conducting business. Some examples include the initiation of a work order tracking database and the adoption of standardized work practices to ensure consistency between Unit members.
- Commitment to detail and quality control ensures compliance with the many Agency and Federal rules and regulations regarding information products.
- This Unit also completed a redesign of the NA Intranet site and facilitated the posting of more than 50 new documents to the NA Internet site.

Durham Field Office

Susan Cox Named 2010 National Project Learning Tree Outstanding Educator

Susan Cox, conservation education coordinator for Northeastern Area State and Private Forestry, has been named one of five 2010 Outstanding Educators by Project Learning Tree® (PLT), the environmental education program of the American Forest Foundation.

PLT’s Outstanding Educators are selected for their commitment to environmental education, their exemplary use of PLT, and their exceptional teaching skills. Cox will be honored at PLT’s 24th International Coordinators’ Conference in Lake Tahoe, NV, May 17–20.



“Susan’s work is making a difference in young people’s understanding and learning about environmental issues that we face now and in the future,” said Kathryn Maloney, Northeastern Area State and Private Forestry Director.

Cox promotes learning about forests and the environment by forging partnerships between natural resource professionals and educators within the 20 States served by Northeastern Area State and Private Forestry. She incorporates PLT’s hands-on curriculum to provide them with teaching strategies and science content so they, in turn, can train teachers, youth program leaders, and students.

Cox began her career as a forester specializing in forest health, but became interested in pursuing a career that specifically involves teaching adult learners about science and the environment. She earned a master’s degree in adult education, and now works full time on conservation education initiatives.

In several States, Cox has helped design and deliver programs for teachers and other educators, including teacher forestry tours in Maine and watershed institutes for teachers in New York. Nationally, she has advised the Council of State Science Supervisors on incorporating environmental education into State science standards and other policies to enhance science literacy and instruction.

Cox has helped New Hampshire PLT design and implement the “A Forest for Every Classroom” program, a yearlong professional development series for middle and high school educators that uses place-based education to foster student understanding of—and appreciation for—the forested lands in their communities.

“Susan is extremely gifted in her ability to collaborate and bring about change in environmental education at the national, regional, and local levels, and across diverse organizations,” said Esther Cowles, Executive Director of New Hampshire Project Learning Tree.

Cox is past president of New Hampshire Environmental Educators, the State’s professional environmental education organization, as well as an active participant in the New Hampshire Science Teacher Leaders Group.

Morgantown Field Office

Morgantown Employee Graduates from Executive Leadership Program

Rick Turcotte graduated from the Executive Leadership Program of the USDA Graduate School. This program is an intensive, 9-month long leadership development program designed to develop future public service leaders. The program uses mentoring, executive interviews, a developmental and shadow assignment, experiential learning, team and individual development activities, and community service opportunities to achieve its goal.

As part of the program, Rick had a developmental assignment with the Animal and Plant Health Inspection Service, Center for Plant Health Science and Technology under Dr. Ron Sequeira, National Science Program Leader who oversees the Risk and Pathways Program Area in Raleigh, NC. For their team project, Rick and his teammates developed an individual benefit application—iBenefits—to help newly hired Federal employees search for and understand their Federal benefits.



Editor's Note

DEADLINE! The deadline for the next issue of the Northeastern Area News Notes is Monday morning, March 29, 2010. News articles submitted after this time and date will be published in the next month's edition. Please e-mail final articles to me, Nancy Lough at nlough@fs.fed.us.

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