

Vol. 3, No. 3

Women in Forestry

Aug.-Sept. 1981

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A CONTINUING PROBLEM

The following letters were sent to me for inclusion in our newsletter. I think that they clearly define the situation that clerical workers are in and express the frustrations many of us feel about the lack of recognition, appreciation and rewards for this group of employees.

Even a brief exposure to the responsibilities, pressures and duties of many clerical workers enables one to see that they are underpaid relative to other positions in the organization. This situation seems to me to be an ugly blemish, a haunting reflection of past discrimination, in an organization that is striving for equality, fairness and a sense of worth and belonging for all its employees.

I view this situation as an opportunity for women to support one another despite career differences. As history has shown, there is a lot of strength in unity and only through a united opposition to this situation will the problem be adequately recognized and correctly solved. This is also an opportunity for us to lessen the gap that often exists between clerical workers and resource oriented women employees. This division has really been a result of the inequitable system in the first place, which has created feelings of resentment, skepticism and anger towards employees who have greater opportunities and higher pay. I have asked Juanita Larson to let us know how we as a network can help. I also think that there is a lot we can do as individuals. A little bit of understanding and support can go a long way. Don't let yourself get sucked into the old myth that clerical work isn't as valid or worth as much as other jobs. Avoid the actions of some workers who have infinite demands and little respect for many of their clerical co-workers. And finally, share some of yourself and your experiences with clerical employees. In many cases we tend to have more contact with other people in the organization; we attend more exposure and information gaining activities and generally are more informed about discrimination policies, civil rights and affirmative action. We have also gotten together more to share our problems and feel the solidarity and support for our causes. Many clerical employees have not been given these opportunities. I would like to have these letters shared with them. They need to know that their situation is recognized and that there are many people who are advocating changes.

A friend and mentor recently advised me to expand my support group and network to include a broader range of people. I firmly believe this to be good advice. Diversity of opinions, feelings and advice we receive lets us make better decisions and be more prepared to deal with a wide array of circumstances. Besides, it makes life a lot more interesting! We have a lot to gain and give by establishing informal networks with clerical co-workers. It's an opportunity we can not afford to miss.

Deborah Black



Reply to:

6150 Classification

Date: August 25, 1981

Subject

Clerical Classification

To:

Claude Elton
Deputy Regional Forester, Administration

The intent of this correspondence is to provide informational response to current practice and to encourage further analysis. I also wish to support those employees who are currently, or will be challenging clerical classifications.

The U.S. Government, OPM, and the Forest Service are perpetuating myth-based classification that is no longer tolerable. Classification of clerical positions is prejudiced by a lens from an old prescription, distorted by those who traditionally held the jobs, and an oversupply in a captive group.

Historically, we channeled an "identifiable group" into clerical fields, supporting roles. In our school systems we directed people into courses that met our cultural needs at home and our economic needs in business. We created an oversupply of highly skilled clerical workers who also displayed the supportive qualities in the work situation that they did in the home.

The clerical work force can be viewed through supply/demand economic theory. Let supply determine the price. Large supply, low price. "Channeled" clerical workers display effects of oversupply. Business pays low wages (price) for the most highly skilled workers because competition is keen. To keep the job, the worker must continue to overexcell. Performance level expectation is therefore based on the actual performance of the most highly skilled. Excessive supply lends itself to a simplistic, task-oriented job description. Task explanation seems unnecessary as so many people have the skills they are "understood." Another critical effect of oversupply is lack of power. If the worker does not meet our cultural behavior expectation, there is little risk in firing them. They are easily replaced with another person of high quality at a low wage. Low wages in a capitalistic system reinforces low self-esteem because the worker tends to equate "success" with high wages. Therefore, captives in a programmed system, these workers have little control over their economic life, no power in their work environment.

The scenario is supply without intervening forces. Examine the list below. Compare the value of work, wages paid, skills required, and identifiable groups performing the work.



Plumbing
 Garbage Collection
 Traffic Flagperson
 Teaching
 Home Management
 Clerical

We do not pay highest wages to highest value work. Pay someone to care for your child, then pay them to flag traffic. What high cultural value pays them \$16/hr. to flag and minimum wage to care for your child. The obvious distortion is that the two lowest paying occupations above are dominated by a highly identifiable group. The higher paying occupations demonstrate supply with intervening power factors. We pay high wages for either cultural expectation of high value work (status) or an intervening force has influenced wages; i.e., unions, etc.

Correlate the oversupply theory to a present clerical job description. Review attached Exhibit A.

--Skill of a fully qualified typist.

I have worked in a clerical field several years but cannot meet the expectation to perform the listed typing duties in the proficient manner required of the GS-3 typist. How many years experience are we paying for at GS-3?

--Knowledge of "grammar," spelling, capitalization and punctuation to IDENTIFY and CORRECT errors and where required, specialized terminology.
 (Emphasis supplied)

I have taken 14 years of English, several accelerated courses in English and literature and may be able to meet the knowledge requirements of the GS-3 typist. A simple phrase, "specialized terminology" appears innocuous. The scope, however, when multiplied by several disciplines translates into a basic grasp of those disciplines. Reasonable, for GS-3 wages? We are paying for high school graduation plus six months experience. We require mechanical skills that take many years to develop, have expectation of English, clear writing and communications skills that elude many professionals and organizational survival skills that elude many of our managers. It is evident that this job description reflects the performance of the most highly skilled worker in the oversupply model. While societal dollar reward for English skills may categorize them "low value", it is not intrinsic. Our national literacy rate as well as low English skill proficiency rate for graduating high school seniors suggest these are not common knowledge skills and cannot be assumed "understood".

Review Exhibit B, Forestry Aid GS-3, job description.

--Performs assignments to develop knowledge

--..., performs miscellaneous unskilled work

--Works under close supervision of... Recurring tasks are reviewed for adequacy

--...oral instructions and training...some judgement in applying knowledge learned during training.

--...limited variety of manual tasks.

Contrast language used in Clerk-Typist, GS-3, job description:

--...non-routine typing

--Skill of fully qualified

--Knowledge of grammar,

--...supervision of a higher grade employee who provides instructions on new or changed tasks.

--Unusual problems...discussed with supervisor.

--...some judgement required in locating, selecting and applying appropriate guides to accomplish assignment.

(Emphasis supplied)

The terminology suggests that the forestry aid is in a training or lower performance expectation level than the clerk-typist of the same grade. I propose it is perception of work value and underestimation of skill required that adjusts the measuring stick. The series are too similar in terms of being non-professional, no high education requirements, for me to believe that knowledge, work and judgement required at any given grade level should be substantially different. What is all too evident is that we would not expect anyone except a trainee to accept GS-3 wages, unless it is a clerk, and then we include a prerequisite written exam and a higher performance level. That is discrimination through a prejudiced lens.

Please examine Factors 6 - Personal Contacts, 7 - Purpose of Contacts, 8 - Physical Demands, and 9 - Work Environment.

Factor 7 in both job descriptions appears relatively equal. The underlying inference in the clerical description, however, is that communication skills are required. The clerk must utilize listening skills, assimilate information from a variety of sources, and then act on that knowledge. Those sources may demonstrate varying skill levels in clarity and utilize diverse instruction methods.

The assumption is that the communication skill necessary to carry out this factor is commonplace. I propose that clear communication is one of our weakest human skills and that the diverse communication in the cited description cannot be assumed at a GS-3 level.

Factors 8 and 9 for the forestry aid are very detailed. It appears that physical strength and environmental hazards add grade determining weight. Our current emphasis on physical fitness would indicate that the physical demand (deterioration) of sedentary work is hazardous, but what consideration is given?

"An office setting." We use this terminology to convey absence of hazard. The reality in the clerk-typist environment in support services is that they are given instructions from many people; they must cope with a variety of personal styles; often expected to meet the cultural/business support role; be the final respondent to frequent crash programs, after the deadline hour. Why does physical hazard require special notation and is mental stress overlooked?

I propose that our societal lens has distorted the picture. We have experienced oversupply of highly skilled professionals who bought the myth that their jobs must be low-skill level because we live in a country that rewards high-value, high-skill endeavors. Let's change the lens.

The opportunity to fully utilize talents and incorporate clerical expertise into the management team has great potential. Removing a mental lid can encourage dynamic, self-directed behavior. To this time a high degree of clerical dedication, excellence has been demonstrated. However, if we continue to use hourglass perception in our quartz-digital world, not only should we be labeled anachronous, we should realize that our time of excellence in the clerical field is running out. Supply of excellence has run out, because the people with that sense of excellence have understood the system and will no longer buy it. As they increase their awareness, change their collective lens, their dynamics will become unmistakable. As they leave, we will find that a great deal of our excellence was theirs.

The opportunity is to remove the lid, recognize the diversity of skills utilized in the clerical field, how they relate to all of our skills (our excellence) and invite those people into the management team. The opportunity is for the government to take the lead.

There is no blame. The inequality becomes intolerable as perception changes. The time to become accountable for our actions (both personal and personnel) is now, and tomorrow. I urge us to seek a new prescription so that our vision is accurate.

SUSAN J. DARSEY
Contract Specialist
Umpqua National Forest

cc: Women in Forestry
Juanita Larson, Prospect RD, RRNF

POSITION CLASSIFICATION HANDBOOK

Exhibit 5 -- Continued

Standard Job. No. N1005

CLERK-TYPIST GS-322-3

Introduction

This position is located in a Forest Service Unit which provides typing and clerical services in support of the various administrative or technical program areas. The incumbent performs clerical and typing duties in the accomplishment of the program activities. Work is performed on conventional and memory typing equipment.

Duties

- Types a variety of correspondence, reports, and forms, including technical material, tabular material, and other nonroutine typing from rough drafts or voice recordings.
- Greets office visitors and answers telephone; provides routine information such as telephone numbers or location of key personnel. Refers other inquiries to appropriate persons.
- Files correspondence, reports, and similar materials; posts and files manual and handbook changes and supplements.

Factor 1, Knowledge Required by the Position

- ~~-Skill of a fully qualified typist to operate electric or manual typewriter to accomplish assignments in a proficient manner.~~
- ~~-Knowledge of grammar, spelling, capitalization, and punctuation to identify and correct errors, and where required, specialized terminology.~~
- Basic knowledge of unit organization to refer inquiries to appropriate persons.
- Knowledge of subject files and manuals for accurate filing of materials.

Factor 2, Supervisory Controls

Works under the general supervision of a higher grade employee who provides instructions on new or changed tasks. Recurring work is performed independently. Unusual problems and those not previously encountered are discussed with the supervisor. Completed work is spot-checked for accuracy.

Factor 3, Guidelines

Forest Service Manuals and Handbooks, other written and oral instructions are available for working tools. The incumbent performs within the limits of the guidelines. Some judgment is required in locating and selecting and applying appropriate guides to accomplish assignment. When guidelines do not apply, the problem is referred to the supervisor.

Factor 4, Complexity

Typing is generally completed in final form without intermediate draft. Specific guides and instructions are provided for the accomplishment of the assigned tasks. Work includes ensuring the accuracy of typed material such as spelling and grammar, assembling material in proper order, and use of files to check accuracy of dates, citations and data.

POSITION CLASSIFICATION HANDBOOK

Exhibit 5 -- ContinuedFactor 5. Scope and Effect

The purpose of the work is the production of accurate typing and clerical work that will contribute to the smooth operation and effectiveness of the unit.

Factor 6. Personal Contacts

~~With employees of the State of Ohio, and other employees of the units requiring typing services.~~

Factor 7. Purpose of Contacts

To obtain and exchange factual information and receive instructions pertaining to assigned duties.

Factor 8. Physical Demands

Work requires standing, walking, stooping, reaching, occasional lifting and carrying of small packages, etc.

Factor 9. Work Environment

Work is performed in an office setting.

POSITION CLASSIFICATION HANDBOOK

Exhibit 11 -- Continued

Standard Job No. N2011

FORESTRY AID GS-462-3

Introduction

The working title is Fire Suppression Crewmember. Serves as a member of a wildland fire suppression crew.

Duties

- ~~Performs assignments to develop knowledge~~ of fire suppression techniques and practices such as fireline construction, backfiring methods, safety rules, and fire terminology.
- Searches out and extinguishes burning materials by moving dirt, applying water by hose or backpack pump, etc.
- Moves dirt, chops brush, fells small trees, etc., to build fireline using hand tools such as axe, shovel, Pulaski, and McLeod, and power saws, to control spreading wildland fire.
- Patrols the fireline to locate the extinguish sparks, flareups, and hot spot fires that may threaten loss of control of the fire.
- Cleans, reconditions and stores hand tools and equipment.
- When not performing fire suppression duties, ~~performs miscellaneous unskilled work~~ which may include, but is not limited to: cleans outdoor recreational facilities such as picnic areas, toilets and fireplaces; empties garbage cans; mows grass and waters grounds; shovels dirt; cuts brush, and removes obstructions on trails; plants tree seedling; or piles debris.

Factor 1, Knowledge Required by the Position

- Working knowledge of fire behavior, and fire control techniques.
- ~~Skill in the use of~~ hand tools such as axe, shovel, Pulaski, McLeod and chain saws to build fireline and extinguish burning materials.
- Working knowledge of fire suppression methods to be used in various types of fuels and under a variety of weather and terrain.
- Knowledge of fire terminology to communicate with other crew members.
- Working knowledge of accepted safety practices to prevent injury and loss of life.

Factor 2, Supervisory Controls

~~Works under the close supervision of the crew supervisor who assigns specific tasks, and explains procedures on a daily basis, and gives detailed instructions on all new assignments. Work is spot checked while in progress. Repeating tasks are reviewed for adequacy upon completion.~~

POSITION CLASSIFICATION HANDBOOK

Exhibit 11 -- ContinuedFactor 3, Guidelines

Most guidelines are provided in the form of oral instructions and training prior to actual fire suppression activities. Trainees must use some judgment in applying knowledge learned during training. ~~Fire suppression is necessary.~~ When instructions do not apply, the problem is referred to the supervisor.

Factor 4, Complexity

Performs a limited variety of manual tasks to suppress wildland range and forest fires, using a variety of hand and powered tools. Specific tasks, or the sequence in which they are to be done are readily apparent and require that few choices be made. The action to be taken is dictated by the fire situation or covered by instructions from the crewleader.

Factor 5, Scope and Effect

The purpose of the work is to carry out assigned tasks in the suppression of wildland fires. The scope varies from that of a small fire that may be suppressed by the crew, to that of a large fire which may involve several hundred people. In either case, the effect of the work performed is to minimize the total loss.

Factor 6, Personal Contacts

~~Contacts are primarily with other members of the crew.~~

Factor 7, Purpose of Contacts

~~Contacts are made to exchange information about the immediate work situation with crew members.~~

Factor 8, Physical Demands

The work requires strenuous physical exertion for extended periods including walking, climbing, shoveling, chopping, throwing, lifting, frequently carrying objects weighing 50 pounds or more.

The duties of this position require that the incumbent meet prescribed physical requirements as measured by the Step Test or 1.5 mile run.

Factor 9, Work Environment

The work is performed in a forest environment in steep terrain, where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, etc. Temperatures are frequently extreme, both from the weather or from the fire. Smoke and dust conditions are frequently severe. Hazardous nature of the work requires that protective clothing (boots, hardhats, gloves, etc.) be worn.

P. O. Box 285
Prospect, OR 97536

November 28, 1980

U. S. Department of Agriculture
Forest Service
Region 6
P. O. Box 3623
Portland, OR 97208

Attn: Daniel W. Bates
Group Leader, Classification and Pay

Dear Mr. Bates et al,

I've wondered for sometime now why you classifiers have been so interested in the District Business Management Assistant (DBMA) position. It has taken me a long time to figure it out (roughly 12 years) but I finally got it. The most subtle form of discrimination has been going on right under my nose and I didn't bite!

Here is what I've gleaned from the many letters I've read (my collection starts with letters written in 1968) and the many conversations I've had.

1. Most clerical positions in the Forest Service are occupied by women. The DBMA position is considered by many of you to be a clerical position.
2. Many incumbents of clerical positions wish to combine two careers. That of wife-mother and that of a Forest Service employee. Since these career choices are often in conflict, you will find that many clerical workers remain in the same location for many years.
3. Because No. 2 is true, those of us who remain in place are in direct conflict with the Regions' tenure policy which says in effect "move around - get breadth of experience for the good of the Service".
4. Another yardstick that you use to measure one's ability to perform is the education rule. Some of you insist that to be educated is to be intelligent. It simply is not true. The words are not synonymous. Buried in the Department's Merit Promotion Plan are these words "Education and training decrease in value as they fade into history, and at best are second to actually having done the job successfully."

Hey guys, (I believe the majority of you are men - am I right?) I say to you:

Get out of your ivory tower and come out where the work is being done. If you've ever worked on a Ranger District (and I don't mean in the capacity of performing classification audits) I'm sure it was either (a) a long time ago, (b) for a short duration (c) as a trainee, or (d) on detail. "Nothing ever becomes real till it is experienced - even a proverb is no proverb to you till your life has illustrated it" - John Keats - Letters.

The DBMA position is graded GS-7/8 and occasionally GS-9. What other positions have you spent as much time and energy analyzing?

The Region's tenure policy just might be out of line with the times. I believe it is. A lot of people I talk to are wanting to form a few more close ties. The kind you make when you have tenure. They'd like to see some of the work they started completed. They're not quite as willing as you might think to lead the nomad life. And even if they buy your thinking that to move is to gain, they're finding the cost is prohibitive.

Those of you in "professional" positions can move through the grades at a rate of 2-1 over those of us without degrees. That is recognition and compensation enough for your education. Get your foot off my neck!

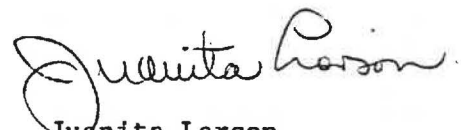
You say that all business management related duties on a ranger district must be the responsibility of the DBMA (with the most recent exception being that of the receptionist!). Yet you accept the fact that all timber management related duties on a ranger district are shared by two or more GS-11's and many more GS-10's GS-9's and GS-7's.

If I thought for one instant that your motive in keeping the lid on the DBMA position was an honest effort to reduce Government spending by lowering the average grade of Government workers, I would applaud you. We all know this is not the case. To the contrary, a statement made by Carl Hickerson (FS retired) to a group of fire management people a few years ago pretty well sums up the attitude I accuse you of having. He said "DBMA's are just a bunch of retreaded housewives"!

I urge you to take immediate action to downgrade my position from GS-8 to GS-7. I do not perform all of the duties in the manner stated in your most recent evaluation criteria for District Business Management Assistant, GS-8. Let us stop skirmishing and begin the war.

I intend to share this letter, plus your response (or lack of it) with each DBMA in this Region - at my own expense - of course!

Sincerely,



Juanita Larson
Supervisory Financial Assistant
Alias District Business Mgmt
Assistant alias Administrative
Assistant

A copy of this letter and your 6150 letter dated 9/9/80 (which was received on the Prospect Ranger District 11/17/80) has been mailed to: Richard Worthington and Bill Green

To: District Business Management Assistants - Region 6

I hope you will take the time to read the enclosed letter. And I especially hope you will write and tell me about your experiences and give me your opinions.

To give you a little background. In the 60's DBMA positions at GS-7 were first established in this Region. It was "understood" that these positions would be filled with "professionals". The idea being that a Ranger District would provide a good training ground for graduates interested in pursuing a career with the Forest Service in the business field. To promote that idea, it was decided that the screening process would be the Federal Service Entrance Exam (FSEE). Now called the PACE. Some of us who were in District Clerk positions (GS-5) took the FSEE and passed it! We applied for the GS-7 positions and because we were qualified and because we had the backing of our District Rangers, we were promoted.


When more and more positions began to be filled with women technicians, the first of many letters came down to the field saying "get in line with the direction". The harrassment began in the 60's and has continued into the 80's. The letter of September 9th was the final straw!

Neil Opsal met with District Rangers, the Nursery Manager, and Business Management Assistants on the Rogue River NF on January 15, to discuss my November letter and our mutual concerns. We believe the duties of the BMA positions warrant at least GS-9. Most of what Mr. Opsal said I have heard before. For example he said "I'm not a classifier" and "I can't do anything but listen" and "The Office of Personnel Management has the final decision". We all know the Regional Office carries clout with OPM when it comes to something they want done. In fairness to Mr. Opsal, he was a good listener. At the conclusion of our meeting he told me he would send a letter that he had drafted in response to my November letter. I had hoped to send you a copy of his letter today but it hasn't arrived.

Have you noticed: 1. How difficult it is for some men to place much value on the work performed by women. They feel threatened when they find that the grade level of a group of women is approaching their own. and 2. The R.O. has taken the lead to find out how the professional women in this Region feel about changing roles. No one at that level of the organization has ever asked the clerical-administrative workforce (how many of us are there?) how we feel about anything!

It doesn't matter to me if the position I occupy remains GS-8 or is downgraded to GS-7. What does matter to me is equality. I want R-6 classifiers to give the same attention to other positions in the Service as they have the DBMA position. And when they find out what you and I know already - that other positions in the Service have fewer responsibilities than we have but receive more pay, I hope they will have the courage to deal with it.

Discrimination must end. I have personally been affected by it many times during the 24 years I have worked for the Federal Government. I take most of the blame for that because I kept quiet. I will not keep quiet any longer. I demand what the law says I am entitled to - Equal pay for equal work.


Juanita Larson

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
PACIFIC NORTHWEST REGION
319 S. W. PINE
P. O. BOX 3623
PORTLAND, OREGON 97208

6150

February 16, 1981



Ms. Juanita Larson
P.O. Box 285
Prospect, OR 97536

Dear Ms. Larson:

Your letter of November 28 raised a number of issues which I will answer. First, though, I want to clear up a couple of apparent misconceptions.

First, it has long been the position of this Region and the Forest Service that some District Business Management Assistant (DBMA) positions should be GS-9 and titled Administrative Officer or Administrative Assistant. They aren't, because the DBMA's who appealed the grades of their positions were not performing the full range of business management duties that would support that classification. We have, over the past 10 years, established GS-9's at some Districts and later found that either the District Ranger did not delegate the authorities and responsibilities of a GS-9 to the incumbent, or that the incumbent was not, for other reasons, performing at the GS-9 level.

Second, our attention has been focused on the DBMA's for the last several years by the DBMA's themselves, and by rapid changes in work processes, systems, and delegations of authorities. Specifically:

1. Some DBMA's feel that they do the same type, complexity, and degree of work as all other DBMA's and should therefore be the same grade. This is not true. There are differences in complexities from District to District, just as there are from Forest to Forest, and a range of grades is not only possible, but appropriate. There have been a number of Classification appeals from DBMA's, and each time the Office of Personnel Management renders a decision on a DBMA appeal, we are required to apply their findings to all existing DBMA positions.

2. New processes and systems have had significant impacts on District DBMA jobs in recent years. Each new process or change, such as PAMARS could have grade-determining effects on the DBMA and other positions, and we are required by law and regulation to determine what those effects might be.

Ms. Juanita Larson
P.O. Box 285
Prospect, OR 97536

3. Increasing workloads have, naturally, increased the number of employees reporting to DBMA's. This could have, and has had, grade-level impacts on DBMA positions. Again, by law and regulation, we are required to review positions so affected.

Third, our September 9 letter, if followed, would make the DBMA job more professional and give it true staff-level status, which was part of our intent when we issued it. We do not believe that "DBMA's are just a bunch of retreaded housewives." Rather, we think the DBMA is as important, valuable, and integral to the operations of a Ranger District as any of the other Staff Officers, and we want to see the DBMA positions given that stature. District Rangers determine how they want their DBMA's to operate. They assign the duties, responsibilities, and authorities, which determines the grade of the position.

Our letter did not mean that you, or any other DBMA, has to personally perform all of the duties described. However, to be a fully operating, staff level District Business Management Assistant, you have to be responsible for them. Like a Timber Staff Officer, most of your "doing" work will be performed by subordinates. Unlike a Timber Staff Officer, though, the higher-graded work of the DBMA is very limited in kind and amount, as determined by Office of Personnel Management (OPM) and only one position at the higher grade can be supported.

The Region 6 tenure policy was developed to recognize the changing work requirements and desires of employees. Management has the right, by law, to reassign employees. We did not want this right abused or misused, so our tenure policy states "When an employee has served the maximum tenure in the position, an annual formalized review of the situation will be made jointly by the employee and the supervisor. They should reach mutual agreement on the need for a lateral reassignment or for the employee to remain in place for the next year." In short, the tenure policy recognizes that lateral movement is not always good or desirable, but that sometimes reassignments are for the good of the agency.

In your letter you indicate that you feel that some form of discrimination is being exercised against you. If you do feel this way, we encourage you to contact an EEO counselor and discuss whether or not you wish to pursue the issue under the EEO complaint system.

Ms. Juanita Larson
P.O. Box 285
Prospect, OR 97536

You also urge us to take immediate action to downgrade your position from GS-8 to GS-7. It is our policy not to downgrade any position without first trying to support the existing grade by modifying the position so that higher grade duties and responsibilities are added. Our September 9 letter should be discussed with your District Ranger to see if he would agree to your assuming that level and degree of responsibility. If you or your supervisor needs assistance in determining whether or not your current grade level can be sustained, you should contact your Forest Personnel Officer.

I hope that my discussion with you when I visited the Forest, and this letter has helped you understand our position and concerns. They are much the same as yours.

Sincerely,



NEIL B. OPSAL
Director of Personnel Management

cc: CR

To: District Business Management Assistants - Region-6

Here is the letter I finally received from Mr. Opsal and my reply to him.

After I mailed my March 21 letter to the three gentlemen in the R.O., a letter dated March 19, and signed by Mr. Opsal was received on the Prospect District. It says in part "We recently received authorization from the Washington Office to establish two or three experimental Administrative Officer positions on selected Ranger Districts at the GS-9 level. . . We have selected the Waldport Ranger District, Siuslaw National Forest and Diamond Lake Ranger District, Umpqua National Forest for the experiment." This next study will take 18 months to complete! What do you think about that?

I am out of patience with studies and I have absolutely no faith in our Regional Office Classification Groups ability to interpret the results of a study after it is completed! They simply sit back and wait for the W.O. to send them direction and then they put it into their own words, type it, rubber stamp it and ship it. Their getting paid fairly well too for this service. R.O. classifiers are GS-12's. I'd like to see them take a positive approach to their jobs for a change and get involved in the decision making.

I want to thank all of you for the letters and personal contacts. I'm committed to continue pushing for equality. I'm sure you too will continue to tell it like it is.

On February 25th I met with the Forest Supervisor of the Rogue River and he assured me that he was going to look into the problem. The Deputy Forest Supervisor of the Rogue told me about the problems he had as a District Ranger getting his DBMA upgraded. The District Rangers and Nursery Manager on the Rogue River have been outspoken in their support to upgrade our positions. My Ranger visited with several Rangers at a training session recently and he told me they were interested in the controversy and supported our struggle. As early as 1977, we filled a Personnel Clerk Typing, GS-203-5 position on my District. This happened because our Personnel Officer believed strongly enough that it was the right thing to do even though she knew full well that her action would invoke the wrath of the R.O. classifiers. Some of you have indicated that you also have strong support from your management group.

In 1975 another Ranger I worked for was asked to supply information to a member of a study team that was then working on the DBMA problem. I'd like to share with you some of what he wrote. "Most BMA position descriptions include this statement in the introduction: 'Serves as a principal assistant (or full assistant) to the D.R. and as such relieves superior of the details of planning, coordinating and directing the District's business management activity'. This is an ironic and incomprehensible point in the grade determination of BMA's, i.e. in the very area where most Rangers lack significant training, experience and professional ability, their "full assistants" are not accorded grade and status for "relieving" them of that important job. In contrast, while most D.R.'s have a professional background relating to resource management (forestry, range and recreation, etc.), and do have such skills, they are "relieved" by GS-11 or GS-12 TMA's, Resource Assistants and Engineers, or GS-9 Fire Management Assistants, etc. That philosophy simply doesn't make sense to me, and we ought to be able to change the system that permits it."

Quainta

March 21, 1981

U. S. Forest Service
Regional Office
P. O. Box 3623
Portland, OR 97208

Dear Mr. Opsal:

I was bitterly disappointed in your letter of 2/16/81. I had hoped you would become curious enough about the District Business Management Assistant (DBMA) controversy to find out for yourself what is going on. I left the meeting we had with you in January believing that you wanted to personally find out what role the DBMA plays in today's Forest Service. Your letter clearly tells me that you are resuming business as usual!

There is nothing I can do to change your opinion or increase your knowledge of the situation since you apparently choose to stay on your present course but I feel obligated to try one more time.

This was written as a result of a classification audit of DBMA positions in 1968:

"As expressed in the original study leading to the establishment of District Administrative Assistants, these positions were intended to serve the dual role of performing administrative work to be delegated by the Ranger and/or the Supervisor's Office, and of training personnel for advancement to more important business management assignments. The latter purpose certainly envisioned that employees having advancement potential would be selected for these positions. These concepts have not been uniformly followed."

"Were the advanced trainee concept built into the career ladder and to the selection process, something less than full operation at grade level could be tolerated. To the contrary, the educational and personal qualifications, the length and character of previous experience, and the age of incumbents observed indicate little advancement potential."

- Doesn't the last paragraph sound like it was written by the same kind of mind that said "DBMA's are just a bunch of retreaded housewives"? -

A task force studied the problem again in 1975. At that time these words were written:

"The successful operation of these positions is considered dependent on sufficient experience with the problems on the District and with the variety of work to be accomplished. Therefore, selection of incumbents who can be expected to remain in place for sometime is considered desirable. To meet this objective, these positions will not ordinarily be used as a development step in the specialized business management career fields. Therefore, classification of most positions in the GS-301 series is considered appropriate. Positions in the GS-301 will be titled Administrative Technician. The Regional task force felt, however, that an individual may be selected who is recognized as a candidate for an administrative specialist position and assigned to this position for initial training until a placement

opportunity becomes available. In this case, the Region felt that the position should be placed in GS-341".

- Do you see the change in direction that was made between 1968 and 1975? Also in both studies the distinction is clearly made between the professional and the technician position. -

The positions were reviewed again in June, 1978. The result of that review set the grade level of many DBMA positions at GS-8. An evaluation statement for each major area of work was written. The statement for Personnel Management, GS-203 says "The technical assistance responsibility equates to the GS-7 level of the GS-203 standard". However, your direction to Forests on this subject was "you are to disregard the Personnel Management, GS-203 section contained in the evaluation statement for the GS-8 position. We do not agree with the analysis, and it is also not supported by the Washington Office."

- Your office has long held that personnel work on a Ranger District does not meet the GS-5 level criteria! OPM has disagreed with you as have some Classifiers at the Forest level. -

In your February, 1981 letter you say:

"It has long been the position of this Region and the Forest Service that some DBMA positions should be GS-9 and titled Administrative Officer or Administrative Assistant".

In March, 1978, I wrote your office and asked if there were currently any GS-9 positions established and filled in this Region and I asked for the series, title, and location of each. The reply was "There are presently three GS-9 District Business Management positions existing in Region 6. These are on the Alsea Ranger District of the Siuslaw National Forest, the Baker Ranger District of the Wallowa-Whitman National Forest, and the Oakridge District of the Willamette National Forest. The positions on the Siuslaw and the Wallowa-Whitman are titled Administrative Technician and classified in the GS-301 series. The position on the Willamette is titled Administrative Assistant and classified in the GS-341 series".

- Doesn't it seem strange to you that if this Region and the Forest Service really support GS-9 positions that there could be over 90 positions in R-6 alone that are "not performing the full range of business management duties that would support GS-9 classification". -

Suppose what you say is true that I have been laboring under "apparent misconceptions". It would help me a great deal if you would answer these questions:

1. If the DBMA positions are restructured to meet the current (I assume the 9/9/80 direction is the most current) guidelines, will the title and series change to Administrative Technician/Assistant, GS-341-8?
2. What additional duties/responsibilities must be present for positions to be upgraded to GS-9?
3. Is it true that another "study" is underway and that "trial" positions will be set up on select Ranger Districts?

You suggested I contact an EEO counselor if I wanted to discuss the question of discrimination. The systems that are available to me to push for equality are a joke! You personnelists talk about equal pay for equal work, appeal rights, etc. but these are just words. Surely Mr. Opsal, you are aware of these facts:

1. Helen Youngdahl filed an appeal with OPM requesting her position be classified as GS-341-9. OPM determined that the grade should be GS-9 and your office objected. She was finally promoted to GS-8. You reached a compromise!

2. Louann Goffin filed a class action complaint in December, 1979. Over a year later the issue has not been resolved. You might ask her how she feels about the system!

3. Position descriptions for GS-4 word processor operators must be classified at your level of the organization while professional positions for Wildlife Biologist, Hydrologist, etc., through grade GS-11 can be classified at the Forest level. Doesn't that strike you as odd? Also, might I point out that the former are primarily filled by women and the latter by men.

I leave you with this thought:

"The recipe for perpetual ignorance is: be satisfied with your opinions and content with your knowledge" - Elbert Hubbard, *The Philistine* Vol. V



JUANITA LARSON
SUPVRY FNANCL ASST
GS-501-8

Copies to: Richard Worthington, Regional Forester; Bill Green, Director, Civil Rights; District Business Management Assistants, R-6

INTERVIEW

Here is the second interview to appear in our newsletter. I urge you to send me names of other women who would be interested in sharing information through the newsletter. Thanks, Deborah Black

NAME: Johanna D. (Joan) Landsberg
 CURRENT POSITION: Research Chemist, GS-12,
 Pacific Northwest Forest and Range
 Experiment Station, Bend, Oregon
 BEGAN WITH USFS IN: January, 1979

How did you get interested in a forestry related career:

My entry into forestry was through the back door. As a child, I participated in 4-H forestry and thereby learned a great number of Oregon's trees and shrubs, wood products and uses, and learned to enjoy and preserve the natural environment.

I considered a forestry career only after I came to work at the Silviculture Laboratory as a physical science technician. I found, serendipitously, that I enjoy working in a combined natural science/physical science area.

The position of Research Chemist is a very good match for me. My strengths, lie in three areas: analytical skills, naturalistic interests, and artistic areas (music for me). The position of Research Chemist allows me to utilize the analytical skills in a naturalistic setting. (The music I enjoy elsewhere.)

Past experience (work, school):

Like many individuals, I changed major in college. I started in chemistry but graduated in food science which is a combination of math, science, and engineering applied to the food processing industry. It is also a field dominated by men, although women represent about 20% of the college faculties. I stayed on and earned a M.S. degree, also in food science. While I was still an undergraduate, I was married.

Immediately following graduate school, I went to the University of Costa Rica where I taught organic chemistry and food analysis as a Peace Corps volunteer. Returning to Oregon, I worked for a year and then retired to raise our two children.

After a nine-year retirement, I have returned to work, moved to Bend, Oregon, and am single. I am now at the Silviculture Lab and back in touch with that component of myself that enjoys working in both natural and physical sciences. I am now preparing to go on for a Ph.D. degree.

Work environment:

Forest Service Research is a separate branch of the Forest Service along with the National Forest System and State and Private Forestry. The Silviculture Lab in Bend is part of the Pacific Northwest Forest and Range Experiment Station. At the Lab there are six scientists: two silviculturists, soil

scientist, entomologist, fire scientist, and myself as chemist. The mission of the Lab is to answer problems in two areas: 1) develop optimum silvicultural methods for eastern Oregon and Washington consonant with multiple land usage management, and 2) develop prescribed fire techniques, prescriptions and determine effects on all components of the ecosystem. Many studies are interdisciplinary involving two or more scientists. The work of the Lab is assisted by four technicians, and clerical and maintenance staff. Also located at the Lab are three staff members of the U.S. Fish and Wildlife Service, and two area ecologists with the National Forest System.

Duties:

As Research Chemist, I plan studies, either singly or in cooperation with other scientists. I am responsible for carrying out the studies, analyzing and interpreting the data, and reporting the results both in written and oral form.

Currently, I am leading a study on "The Effects of Prescribed Burning on Nutrients, Selected Soil Properties, and Tree Growth in Ponderosa Pine Lands."

Problems you've had on the job related to being female:

It is difficult to separate the problems that are due to being female from those due to being new in the job. Those problems that have appeared come in two areas: 1) Authority. It is more difficult for a female to be recognized and respected as authoritative. It seems that we do have to work harder and that we are not as readily granted our share of failures. 2) Presence. Because of misconceptions based on traditional women's roles, it is difficult for us to be seen and identified as professionals, scientists and foresters. As our numbers increase this should change; however, it will be slow.

Family vs. Career problems:

My family is now my 14-year old daughter living with me and my 12-year old son living in Corvallis. My daughter wants to finish high school here; this may be difficult. By choosing to be professional we are placing ourselves in the position of having to make difficult choices.

Changes you've observed related to women since you've been with the organization or working in Forestry:

There are more women professionals and as our numbers increase and our length of service increases, the men we work with will become more accustomed to working with a woman, accepting a woman as a peer or a supervisor. Regretably, I see some softening of affirmative action guidelines in the current administration. This may allow some backsliding from recently achieved goals.

Experiences, encouragement or advice you may have for other women:

My advice and encouragement for all women who work and want professional

advancement: Support and encourage those you work with, female and male. Be aware of opportunities and encourage non professionals to expand their horizons. And be willing to take risks and shoulder the responsibility that follows. It's exciting!

Future career plans or goals:

In the research community, a Ph.D. is a "union card". I plan on staying in research; I thrive on it. Therefore, a Ph.D. will be my next step.

Additional thoughts:

"Whatever you can do, or dream you can,

Begin it.

Boldness has genius, power, and magic in it."

Goethe

Another Look
at
Sexual Harassment

Perhaps you've read a short article (or heard people talk) about a report on sexual harassment in the federal workforce? If not or if you are interested in a different summary of the report, read on.

During 1980, the U.S. Merit Systems Protection Board-Office of Merit Systems Review and Studies (MSRS) conducted a thorough study and developed a report on Sexual Harassment in the Federal Workplace - Is It A Problem? After obtaining a copy of the report, I found some of the data and conclusions quite interesting. The report was done at the direction of a Congressional subcommittee and the questionnaire received an excellent response -- 85% rate of return.

The study group "found that only within the last six years has sexual harassment gained public notice both as a catch-word to describe a situation and as a work-related issue". Of the authors/researchers examining the issue in recent years, only a few have had scientific control and offered insight to the MSRS study. (Only one other study has ever dealt with men as potential victims.)

This study reviewed the data MSRS gathered to evaluate the views of previous studies as well as make new conclusions. The three major views found in the literature search were:

- "1. That sexual harassment is an abuse of power that is exercised by those with power, usually male supervisors, over low-status employees, usually women.
2. That individuals with certain low-status, low-power characteristics, such as youth and low salaries and who are tied economically to their jobs, are more vulnerable to sexual harassment than others.
3. That sexual harassment is an expression of personal attraction between men and women that cannot and should not be stopped."

Based on their data, MSRS "concluded that the first 2 explanations appear valid under some circumstances" and they "rejected the last." MSRS Findings:

1. This view is based on a belief "that sexual harassment is a form of sex discrimination designed to keep women from advancing from low paid, powerless jobs." Although women hold only 31% of federal jobs and hold "the lowest paid jobs compared to men...the findings show that most victims, both men and women, are harassed by coworkers rather than supervisors who presumably have more power." Looking closer at the data shows that this finding does NOT disprove the power theory... "victims, regardless of the severity of the harassment, were more likely to perceive and experience adverse consequences if their harasser was a supervisor rather than a coworker." It is probable that "the sexual harassment by coworkers probably has more to do with personal power and sex roles than with organizationally derived power.

2. This view is based on a belief that people "with low status and power characteristics are more vulnerable to sexual harassment." In this study, "Some with low power and status, such as younger men and women and trainees, did report receiving sexual harassment disproportionately, but others, such as those in low salary levels, low education levels, and women office and clerical workers, did not."

3. This view is based on a belief "that sexual harassment is part of standard behavior between the sexes and that employers have no business interfering with these matters of love or personal attraction." The MSRS study disproved this theory in several ways:

*"Many harassers were reported to have harassed more than one victim" which "casts doubt on the idea of ... unique personal attraction."

*"The rate of sexual harassment is not constant among all federal agencies" which seems to "negate the idea that sexual harassment is appropriate sexual behavior that occurs everywhere."

*"The vast majority of respondents stated that sexual harassment is not something that 'people should have to put up with.'"

The report suggests that "where the effects are not so adverse or presumably debilitating, an awareness campaign that focuses on prevention would be the most effective" way to reduce sexual harassment. "For the smaller number of instances where the sexual harassment has an extremely adverse or punitive effect, the response of management should be swift and thorough in imposing sanctions against the behavior and in aiding the victim."

Although I wouldn't recommend a copy of this report for every federal employee, I think it is important to see that some distribution of the material occurs. If you or someone you know is interested in reviewing the data, have an FWP representative or Personnel Officer request a copy. Contact the Board Director's Office in Washington, D.C. 20419 or the Superintendent of Documents (GPO) @ \$6.00 each. (GPO stock #062-000-00005-8)

By Susan L. Odell

BOOK REVIEWS

GROWING UP FREE Raising Your Child in the 80's
Letty Cottin Pogrebin
McGraw-Hill Book Company, 1980

The basic premise of this book is very simple. Children should not be raised to be "like a boy" or "like a girl", but as individuals that do what they can do best and are "free to be me."

Even though the book is intended as a guide for parents, it is also valuable for those, as the book jacket says, "who want to understand the children they once were." It is full of interesting facts which are completely foot-noted, so the book also serves as a bibliography of research and articles about the existence of sex roles in our society.

Pogrebin provides a guide to parenting, from the decision of "shall we have a baby" through the teen-age years. Also included is advice on how to work and live together as a family in a role-free environment. She looks at ordinary things like room colors, possessions, money, and mealtimes to point out the subtle things that constantly reinforce sex roles. And not only does she point out how sex roles inhibit girls, but^{she} also shows how sex role stereotyping is harmful to boys. For example, while society generally does not castigate a tomboy, a sissy is not tolerated. Males are much more likely to be bedwetters because young boys are under greater pressure to measure up to their sex role stereotypes.

Gender prejudices that are built into our society are also explored. Suburbs, Pogrebin believes, reinforce the sex role division of labor. Mother stays home and takes care of the house, transports kids, and shops because she doesn't have many other options. Grocery shopping

and music lessons require time-consuming car trips because of the suburban sprawl and the lack of mass transit. Job sites are too distant to make part-time work feasible and child care is often not available. Because father has long hours, everything tends to be scheduled around him, making life fathercentric.

Our language exhibits other gender prejudices. Have you ever stopped to consider that a 'man in the street' is Mr. Average while a 'woman of the street' is a prostitute?

Pogrebin is a founder, editor, and writer for MS. magazine. Her eight years of research on this book produced an entertaining as well as informative product.

"The Handbook of Nonsexist Writing" by Casey Miller and Kate Swift illustrates what certain words are saying to us on a subliminal level by using hundreds of examples that come from published sources. Solutions are supplied that range from word substitutions to suggestions for rewriting. The book cites studies, uses quotations, history, etymology, and common sense to argue convincingly against language purists who are opposed to change.

I just finished reading an introduction to Women in Management, 1970-79: A Bibliography by Judith A. Leavitt of Ball State University, Muncie, Indiana (Oct. 1980) and was again struck by the slow progress which women are making into managerial positions--despite the increased numbers of women with M.B.A's and other credentials. The author noted that the percentage of women in administrative/managerial positions was 5% in 1947 compared to 6% in 1978. In reviewing the literature, Ms. Leavitt found that women don't make it into managerial jobs because they are fired before they get there for two reasons: (1) lack of mentors (2) "lack of political seasoning". She also notes that studies cite the great need for counseling for career planning and leadership training for women.

There are many consultants, consulting firms, trainers, college extension courses, etc., now offering skill building training in the areas listed above. As we plan for our training needs for F.Y. '82, we need to seriously consider our proficiency or lack thereof in the above noted areas and make an effort to obtain training where we are deficient.

NO COMMENT

From The Log, July 1981 issue of the Association of Oregon Loggers magazine, pg. 28

Insurance for
the logging industry

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IT'S A LOGGER'S LIFE!



"It happens every time I take a group up to a logging site, I get a bunch of loggers who want to work for the Forest Service!"

From American Forests, July 1981, pg. 21

GIRLS AND TREES

Girls are nice, with this I agree.
But being a forester, I prefer a tree.
Trees can't give you love, that's true.
Any understanding depends entirely on you.
Soft warm breasts on which to lay my head,
Or a bower of green branches to soothe me instead. . .
When I ponder all these things, I begin to see
That a girl may be preferable—under a tree.

From Loggers World, March 1981, pg. 66

“WOMEN’S LIB -”

Well, it's here (Women's Lib-), and there is nothing we can do about it, even if we wanted to. I'm referring to us males. The idea itself, (Women's Lib) is not new; in fact it had been around since the time Cave Men yarded and Cold Decked their Mates by their hair. This may have been the beginning of: Who's Who; and the practice undoubtedly continued through-out the Dark Ages, as Homo Sapien's (both sexes) were and adjusting themselves to the togetherness of Cave Keeping. These early practices of home (Power Politics) have been injected into the Twentieth Century, with an occasional bumping of heads on some of the less fundamental problems, which tend to increase as time keeps moving on.

During these frustrating Centuries, the female of the Specie kept herself busy, dashing about, carrying off-spring and wood, and keeping the Galley in operation; also making clothing and Compost for the garden, while at the same time trying to be a good, understanding and loving mate. Somewhere during this interim, a few Liberal (Weak) Males began to appear. The evidence is here. They slacked off the Mainline and started substituting kindness, tenderness and thoughtfulness for some of the more solid (former job practices.) These (Ness'es) caused a gradual erosion of female job content and a reclassification of former jobs (Duties); engendering a (New Look) with the elimination of Long Range Outside Chores and a heavier concentration on the Cave-Hold type jobs (Duties); mainly carrying off-spring and wood, making clothing and tending the Galley.

Surprisingly but true, even at this early date Stone Man had already applied for Patent Rights on the Stone Axe. This no doubt was the beginning of (The Logging Industry), in a sense. Stone Woman was now more easily able to crush the Trees into smaller chunks of Wood. The fore runners of the Great Magnates soon began to appear. Stone Magnate, Copper Magnate, Steel Magnate, Wood Magnate and General Magnates.

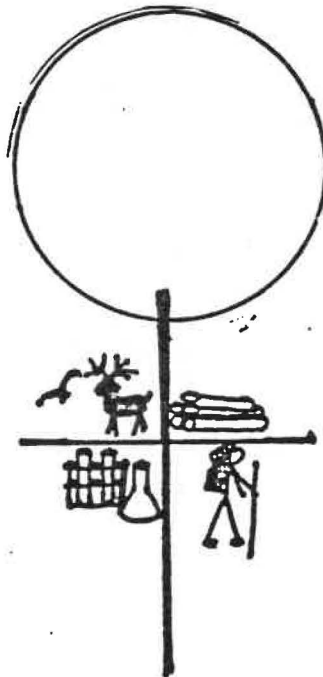
We must keep in mind that while Cave Woman was galloping back and forth, busying herself with her Cave-Hold Duties, her thinking Concept was not idle; it too was going full bore, trying to equate the Duties of both sexes of Cavites. There is no evidence at least at this point and time, that Cave Woman nourished any feeling of resentment towards Cave Man, because of her lot in Life. All jokes aside, she did have quite a lot, and in spite of contrary thinking, she began to develop a feeling of self assurance and adaptability in doing the Chores necessary for daily Cave Life sustenance. Bringing home the Bacon and shopping around the Stone Mall, so to speak. It must also be understood that Cave Woman harbored no ill will toward the Head of the Cave, as he uncoiled and relaxed on his King Size Bear Skin covered Stone Slab. Her modern counterpart (House Wife) bears no ill will toward her mate while he lies on the Stone Slab, either; but her knowledge of decor has effected a removal of the Bear Skin.

And now we are in the Twentieth Century, here in the Great Northwest. There are many sizeable and efficiently managed Logging Operations scattered across this vast tree growing area. Low and behold, we see the Modern Female Specie walking bravely into this once (Male Domain), Setting Chokers, Driving Trucks, and Falling and Bucking Timber with the greatest of ease and self assurance.

I don't think any self respecting Logger would object too strenuously to the presence of a shapely young female dashing back and forth over logs, Setting Chokers, Falling and Bucking Timber or driving by with a load of logs. However, I do think that they would unconsciously harbor the feeling that Logging was too dangerous for this Lovely Specie. This may be due to the fact that the Female Specie bear the young. It is no doubt a protective attitude built into the male, and undoubtedly inherent. To quote Ben Franklin: "There is nothing more beautiful than a pregnant woman and a full-rigged ship." Of course the full-rigged ship has long since been outmoded and is not with us any more; but it is apparent that former male Species respected, admired and protected motherhood and mothers to be. If they hadn't, we wouldn't be here. A pretty face and graceful limb are not necessarily a sign of weakness in the female Specie. Far from it. And the Long Tresses are already in the Woods. So let's face it. Whether the Stagged-off Jeans are zipped in front, in the back or on the side, The Logs will still keep coming in.

BY: WOODROW J. GIFFORD

Here's some more suggestions for Women in Forestry logos. What do you think?



BITS 'N PIECES

There are now three women District Rangers in the Forest Service! In addition to Wendy Milner Herrett on the Blanco District in Region 2 and Susan Odell on the Mariposa District in Region 5, Laura Ferguson, currently on the planning team for the Cleveland National Forest, has been selected for a District Ranger position on the Santa Barbara District, Cleveland National Forest, Region 5. Congratulations, Laura!

Three cheers for the Superior National Forest in Region 9! After a great deal of hard work and grass-roots organizing, several women from the Forest, representing professional, technical, and clerical/administrative positions, developed a lengthy paper describing on-the-job problems facing women on the Forest and proposing some resolutions to these problems. With the help and support of the Forest Supervisor, Bob Rehfeld, and the Deputy Supervisor, Rick Ross, these women presented the issues to management at a Ranger-Staff meeting held in Duluth, Minnesota on Sept. 15, 1981. During the day-long meeting, the women and men worked together to resolve the problems the women had identified and to formulate a plan of action for the future. The meeting was not only educational but it also produced an air of cooperation that will hopefully continue. As far as we know, this is the first time a forest in any Forest Service region has taken the initiative to sponsor such a meeting. Congratulations to the Superior and the women and men who made it work! For further information, contact Diana M. Mulconrey, Federal Women's Program Manager, or Sue Lawson, Forester, Timber Management Planning at FTS 783-9321 or (218) 727-6692.

The Boise Idaho Statesman recently featured a photo story on Deanne Shulman, the first woman to qualify as a Forest Service smokejumper. The story said Deanne, 28, carried a 115-pound pack for three-and-a-half miles during the qualifying tests. She weighs 130 pounds. Her initial smokejumper assignment will be on the Payette National Forest.

If you're an experienced forester who's interested in an overseas assignment of a few weeks to 2 years or more, read on. A new Forestry Support Program (FSP) has been set up in the WO to help the Agency for International Development (AID) find qualified foresters for technical assistance and training projects in developing countries. Preferred qualifications are: A high level of professional expertise, previous development experience overseas, and an ability to work harmoniously and effectively with people of other cultures under sometimes difficult conditions. Some assignments will require a working knowledge of Spanish or French. If you're interested and available, send a resume or Form 171 to: Forestry Support Program (AID), TMR Room 811-RPE, USDA Forest Service, P.O. Box 2417, Washington, D.C. 20013.