



# Enterprising People

An Enterprise Program Newsletter -  
Supporting communications between Enterprisers  
and our partners

Issue 55  
September 2013

## Enterprise Program Update

*From Laura Nance, Acting Director,  
Enterprise Program*

To start with, a giant **Thank You** to everyone who participated in the Enterprise Program (EP) Employee Survey. We received a remarkable 155 responses representing just over half of our permanent work force. I am committed to reading every response; I have already read over half and they are valuable perspectives. I see some themes that we can readily get traction on. We are in the process now of synthesizing the results. The synthesized results and the full body of responses will be provided to each Unit Executive Officer this week followed by an EP Leadership Team meeting to dialog about what the responses tell us, and how to use the responses to influence further shaping of our program.

The EP Leadership Team is continuing to work together to influence our Program. Enterprise Unit autonomy and disconnection from each other and the Program is not serving us and weakens our Program. The work we are doing now as an EP Leadership Team to consciously look at our operating model and make choices to shape it builds our connection to each other and increases our sustainability.

Bill Helin has accepted a NTE-120 day assignment as the Associate Deputy Chief of Business Operations. In this position, the Enterprise Program is one of the areas Bill will oversee along with AQM, Job Corps, Sustainable Operations and others. Congratulations to Bill on this assignment.

I know everyone is working very hard as we start to wrap up field season or work to close out the fiscal year. It is a great time to pause a moment to reflect on the excellent work we have accomplished. When you see someone demonstrating extra effort or doing a really great job, please consider letting them know that you notice their contribution.

I really appreciate all that each of you contribute and please stay safe!

## Vegetation-based Climate Change Transects *Contributed by Above and Beyond Ecosystems and TEAMS*

Enterprise employees Anton Jackson and Blaze Baker of Above and Beyond Ecosystems and Reuvin Woodrow from TEAMS recently completed the first round of vegetation-based climate change transects in the Coronado National Forest. These transects were added to long-established climate change transects based on lizard fauna. The vegetation transects will allow managers to further detect change in the desert ecosystems at the base of the Pinaleno Mountains. Anton and Blaze established qualitative and quantitative transects in April 2012 before the monsoon season. Reuvin and Blaze completed the second round of transects in September 2012 after the monsoons and Blaze completed the spreadsheets and report over the winter of 2012-2013. The report included recommendations of future monitoring and management. The pre- and post-monsoon vegetation differences in the desert foothill ecosystem were striking to the observers.

For more information on this project contact Blaze O. Baker at (559) 779-6559 or [bobaker@fs.fed.us](mailto:bobaker@fs.fed.us).

### Please Welcome!

Digital Visions would like to welcome John Naslund to their team. John comes from the Defense Finance and Accounting Services where he worked as a project manager for the Air Force accounting application. John will be working as a project manager for Digital Visions including Work Plan and Metrics Management.

ACT2 welcomes Katherine Worn as our new Environmental Coordinator, NEPA specialist and inter-disciplinary team lead. Katherine just completed a detail with Above & Beyond and comes to the Enterprise Program from the Los Padres National Forest where she was the Ecosystem Management Officer. She has a MS degree in natural resources and a BS degree in forestry. Katherine has worked on several National Forests and with the Bureau of Land Management. She has hit the ground running and we are excited to have her breadth of knowledge and experience available.

## TEAMS International Program

Colleen (Chaz) O'Brien is a human ecologist, landscape architect and planner for TEAMS and works with the Forest Service International Programs' Peru Forest Sector Initiative (PFSI). She has been focusing on the following mission areas and projects of PFSI with the Peruvian national government and the five Amazonian regional governments who form the Consejo Interregional Amazónico.



*"Chaz O'Brien (center) with Pavel Bermudez (right of Chaz) of the Peru Forest Sector Initiative of the USFS and member of the San Martin regional Government of Peru"*

### Institutional Strengthening

- Assisting in the design of the Peruvian Forest Service, established by the recently passed law.
- Working with state governments on a macro-regional work agenda that enables them to share efforts, experiences and incorporate lessons learned.
- Supporting the process of devolution of forest management authority to regional governments and building capacity for natural resource management.

### Biodiversity Conservation and Improved Ecosystem Management

- Working with the Ministries of Agriculture and Environment, Peruvian universities, and Food and Agricultural Organization to design and pilot forest inventories.

### Promoting Transparency, Participation and Access to Natural Resource Information

PFSI is supporting the development of a National Forest Information System (NFIS) and a policy framework for forest information management at the national and sub-national levels, which will include a new, automated timber and wildlife tracking system to enable verification of legal

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origin. The system will hinder the falsification of harvest records, facilitate detection of fraud, and make information available to stakeholders.

Chaz will work with the FS International Program's SilvaCarbon program with the government of Columbia in July 2013 on forest inventory development as part of a USFS team that includes members of the [USFS National Inventory and Monitoring Applications Center](#) (NIMAC).

## Mountain Heritage Ends

### *From Shannon C. Smith, Executive Officer Mountain Heritage Enterprise Unit*

Being one of the first Enterprise Units to be chartered, Mountain Heritage has conducted work throughout the Nation in every Region of the Forest Service. Based upon a decision made June of this year by our Deputy Chief of Business Operations Lenise Lago, Mountain Heritage is disbanding after fifteen years of service. During that time Mountain Heritage has conducted well over 150 projects of varying scales from single site testing and National Register Nominations to Compliance surveys covering tens of thousands of acres. We have completed critical work for the Forest Service and produced a recent record of highly successful project work. The current Mountain Heritage staff is a highly skilled, knowledgeable, and productive group, but unfortunately we were unable to recover from the management errors of the past. It is my hope that these dedicated employees be retained within the Forest Service.

It is in the very nature of Enterprise for Units to disband and for new Units to form. It is the intension of the current Mountain Heritage staff to make the transition as gracefully and smoothly as possible. Mountain Heritage has recently assisted other Enterprise Units to sign several hundred thousand dollars in future project work through a transfer of marketing efforts. The remaining workload and funding within Mountain Heritage has been planned out well into the future and other heritage EUs will be picking up the work for completion. I am always available, so feel free to contact me any time with questions.

## Strategic Fuelbreak Study

### Contributed by AMSET

The Forest Service Pacific Southwest Region funded Adaptive Management Services Enterprise Team (AMSET) to complete a strategic fuelbreak location study for the four National Forests of the Southern California Province. The study was inspired by the local fuel officers' response to recent studies by Keely, Syphard, and others about the role of fuelbreaks. The study's results will provide the four Southern California National Forests a decision support tool about the strategic nature and maintenance priorities of their legacy fuelbreak systems that tier to their Land Management Plans.

AMSET is in the process of completing a science-based analysis of the legacy fuelbreak system with the objective of identifying a "Strategic Fuelbreak System" with the highest probability of assisting fire suppression operations and maximizing the potential for long term maintenance of the system. To meet this objective, AMSET will use existing data, fire modeling, and local management input. AMSET is collecting and synthesizing data for the Angeles and Cleveland National Forests as the 1<sup>st</sup> phase of the project. The 2<sup>nd</sup> phase of the project will include analysis of the Los Padres and San Bernardino National Forests. Results of the analysis include the creation of a GIS-based map book and a multi-disciplinary comparison matrix.

For more information on this project contact Carol Ewell at 530-559-0070 or [cewell@fs.fed.us](mailto:cewell@fs.fed.us).

## HSG Collaboration with Auburn University

### Contributed by Heritage Stewardship Group

Employing two of the agency's five historians, Heritage Stewardship Group (HSG) is working to raise the profile of Forest Service history through innovative management tools, interpreting significant historic properties, and collecting Forest Service history. Over the last year, HSG in collaboration with Auburn University produced an oral history collection for the Forest Service Southern Region as part of the continuing celebration of the [Weeks Act centennial](#). Now available online, the collection includes 22 digital

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audio recorded interviews, transcripts, and inventive student projects highlighting the careers of former and retired Southern Region employees. The interviews discuss employee experiences working with the agency, and (for some) experiences working directly with the Weeks Act and related land-acquisition legislation. Together these interviews examine facets of the rich history of the southern forests such as legislation, land use policies, fire management, intra-agency relationships, environmentalism, agricultural and silvicultural practices, and much more. Students in Professor Aaron Shapiro's "Introduction to Public History" class at Auburn University conducted 12 interviews with Southern Region employees in autumn 2012. Forest Service personnel conducted the other 10 interviews over the last two decades and these were transcribed as part of the project. In addition to the interviews, the website features content pages that synthesize issues described by the interviewees and feature short audio clips. Topics include the 1911 Weeks Act, evolving technology, social change, public perceptions, and family life within the Forest Service. Visit the collection at <http://www.lib.auburn.edu/forestry/>



Students in Professor Aaron Shapiro's "Introduction to Public History" class, Auburn University, autumn 2012.

## From the Editor

Enterprising People is a quarterly publication focusing on Enterprise Units and their partners. Both Enterprisers and partners are encouraged to share topics and ideas or join our mailing list by contacting editor April Heesacker at [aheesacker@fs.fed.us](mailto:aheesacker@fs.fed.us). If you're interested in contributing to the next issue, please send your submissions by November 22, 2013.

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