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LRDispatch

Chief visits district, shares vision

by Valerie Buckingham
LRDispatch staff

During a visit to Little Rock District, Chief of Engineers Lt. Gen. Robert Flowers, conducted a town hall meeting on Nov. 6 with district employees. Flowers began by recapping his first two years as the 50th Chief of Engineers and sharing his personal timeline of Corps initiatives. In the process, he challenged the district to take individual responsibility for fostering positive, proactive people and developing leaders.

One way of doing this, he said, is to become a learning organization, which has the ability to leverage knowledge from all areas within the organization.

"My challenge to you is when you see an opportunity to do something better, do it. That's what better enhances our ability to serve the nation's armed forces," Flowers said.

He asked employees to help him build the learning organization, because it is crucial to the future of the Corps.

"Change is always going to be with us. If your organization cannot embrace that

change and leverage it, then you may not survive. This country needs the U.S. Army Corps of Engineers," Flowers said.

Later, he went on to speak about the Process Management Business Process that he initiated during his tenure as chief. He assured employees that he was aware of the concerns about PMBP, but asked that they trust his instincts.

"We have to change our process and adapt to the changing environment," he said. "We are too valuable to the nation and it's armed forces. There is no one to do what we do."

Lee Bass, assistant chief of Programs and Project Management Division, said he believes Flowers is trying to prepare the Corps for the future.

"Everyone is nervous about change. You honestly don't know where change will lead until it happens," Bass said. "He wants us to change so that we can be more businesslike. He has a vision and wants to make the Corps a better organization. So, let's do it!"

Sustaining current relationships with customers was an important issue that Flowers addressed at the meeting. One of his goals when he first became the Chief was to re-establish relationships with the administration, Congress and the public. He said a prime example of good customer relations was Little Rock District.

"If I had to single out one of the districts that I think is the crown jewel of the Corps, it is Little Rock. You all are good role models for relationships and do a superb job," he said.

He again challenged the district to further strengthen relationships and even reach out to those who have been critical of the Corps.

"If you want to counter some of the negative press you see, the only way to do that is through these relationships," Flowers said.

Before the conclusion of the town hall meeting, Flowers answered questions from Corps employees. One question that seemed to grab the attention of everyone was about the future of the Corps. Specifically, if the civil works mission would remain within the Department of



Lt. Gen. Robert Flowers

(See "Flowers" on Page 3.)

Col. Butler imparts holiday safety message

Healthy holidays to all. While I wish each of you happy holidays, I also want you to be healthy and safe. Be careful about your foods, the types, amounts and preparation.

Some foods are healthier than others. I am one who believes that a little of the less-than-healthy food is not a bad thing, as long as I don't over do it. However, too much of the healthy foods are also bad for one's health.

Food preparation is key. Foods kept at the wrong temperature for too long will promote growth of bacteria that can cause problems ranging from simple diarrhea to life threatening illness.

Exercise during the holidays is another method to promote good health. Taking a walk in the morning or after dinner is a great way to get some fresh air and burn some calories. Get out and see this wonderful world we live in, meet your neighbors and enjoy life.

I hope you received your flu shots. Be careful of stale indoor air. Some high efficiency houses do not do a good job of providing fresh air. Keep the house comfortably cool to reduce the shock to your system when you go outdoors. It also helps keep your energy bill down.

Holiday safety a must

Remember to be safe. Extra help, especially from some of us klutzy men, in small kitchens increases the likelihood of spills, burns and scalds. Communicate well and don't get in too much of a hurry.

When you're on the road, be aware that more people will be on the road. Give yourself extra time to get places. Some of these drivers will be extra tired, or are only occasional drivers, so drive very defensively.

Expect others to do dumb things on the road. Ensure that neither you nor your guests try to drive after having too much to drink or too much to eat if they have a long trip and not enough rest. Sleepy drivers are the cause of numerous accidents as well.

Always wear your seat belts: they do save lives!

Expect some days to have inclement weather conditions in which driving will be more dangerous than normal. On these days, give yourself more time to get to where you are going, whether the office or for pleasure.

Closed or delayed?

Last year we had confusion over the terms "delayed

From where I sit

by Col. Benjamin Butler
District Engineer



opening" and "closed." To prevent any confusion this year, if there is bad weather, we probably will not have any delayed openings but will always have a liberal leave policy for such weather.

It will be up to the individual to plan ahead so that they can arrive at work at their normal time or to take annual leave. If the weather is worse than expected, we may give extra time after-the-fact. This will be on a case-by-case basis.

If the roads are closed so that no one may make it safely to the office, we will close the office. Weather this severe is very rare.

The Chief's visit

Lt. Gen. Flowers' visit was a great success, and I thank everyone for their help in making it so. Several decided to run with the Chief that morning and got to experience a working PT session. No one had to do push-ups except his Aide-de-Camp and all participants got one of his "three star" coins.

We gave him a short overview of some of our issues and concerns before he held a town hall meeting. He covered several items including his vision, the fact that we do not need to be concerned about the Corps being gutted by FAIR Act or A-76 studies and that he wants each of you to have fun. Our Emerging Leaders and PPEP classes then got to have lunch with him before he departed.

Speaking of generals, on Nov. 27 Lt. Gen. Flowers pinned the star on Col. Crear, promoting him to the rank of brigadier general. Congratulations!

FEST-A

While it is unknown what will develop in the world situation,

(See "Colonel" on Page 5.)

LRDispatch



**U.S. Army Corps
of Engineers**
Little Rock District

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Holiday greetings from the Chief of Engineers

(Editor's Note: The following is a message from Lt. Gen. Robert Flowers, Chief of Engineers.)

Throughout this year, I've been pleased to see Corps people reaching out to help each other. "The Corps takes care of its own" has been a U.S. Army Corps of Engineers principle for as long as anyone can remember, and we saw it in action again this year.

When Hurricane Lili seemed to take dead-aim at New Orleans District, Corps planning and preparation kicked in to transfer their missions to Memphis District. Fortunately, the storm missed New Orleans and quickly fell from a Category 4 to a Category 2 hurricane. But the situation proved that if we have a "victim district" during a disaster, other districts could step in and take the load.

Another example of the Corps taking care of its own is in Southwestern Division. SWD has created a Critical Incident Stress Management program that provides peer counselors to help their people deal with on-the-job trauma.

That attitude of helping others extends outside the Corps as well. In the past year, we played a major role in cleaning up the aftermath of the Sept. 11 terrorist attacks. In New York City, the Federal Emergency Management Agency tapped the Corps immediately for our expertise in debris removal. With our help, the partnership of agencies removed the debris from Ground Zero months ahead of schedule and \$55 million under budget.

The Corps also assisted in the efforts

to manage the Staten Island Landfill, a search and disposal location for tons of debris. Through its prime contractor, the Corps mechanized the operation and provided other assistance to facilitate the search, which identified and accounted for 500 victims of the terrorist attack.

Those actions helped speed the healing process for our nation after Sept. 11. In addition, Baltimore District is managing the competition to select a design for a memorial to honor those who died when the airliner struck the Pentagon.

The Corps is also taking steps to make sure such tragedies never happen again. We are committed to homeland security and to preparing for and preventing future attacks. For example, the Corps is a valued member of The Infrastructure Security Partnership, a group of public and private organizations that work together on issues related to the security of the nation's built infrastructure. We recently took part in the first Annual Congress on Infrastructure Security in the Built Environment.

And elsewhere...

Thanks to Europe District, the Republic of Georgia has better security as their Border Patrol flies helicopters from renovated hangars.

Thanks to L.A. District, Los Angeles now has greater flood protection.

Thanks to Kansas City District, Jasper County has no lead contamination in their residential yards.

Thanks to Corps people, U.S. soldiers in Afghanistan have electrical power, real

estate negotiation service and construction service. And humanitarian projects that we assist are helping the Afghani people recover from the traumas of war and a repressive regime.

As for the future, people throughout the Corps are learning the Project Management Business Process, the system that is revolutionizing how the Corps does business. We are becoming a Learning Organization where we will share lessons learned across the entire Corps.

In the environment, our seven Environmental Operating Principles are sharpening and guiding our commitment to protect and restore the natural world.

All these and much more demonstrates the combination of personal caring and professional expertise that our people bring to their work. I'm very proud of what you have accomplished and of the difference you have made in the nation and in the world.

The coming year will bring more challenges. But I have no doubt that if we keep taking care of each other, keep changing as an organization and maintain our unique blend of personal compassion and technical expertise, we will face those challenges as well as we always have in the past.

To prepare for those challenges, take time off this holiday season, relax and enjoy being with your family and friends. Nothing is more precious than time spent with loved ones.

My family joins me in wishing you a safe and joyous holiday season and a happy, prosperous New Year.

Flowers

(Continued from Page 1.)

Defense or be given to the Department of Transportation.

Flowers simply stated, "It will never happen." "There's no way the powers that be would ever let that happen. My advice to you is not to worry about it." He said that about every 10 years someone questions why there is a civil works mission in the DOD. The Office of Management and Budget suspected the Corps could contract out about 75

percent of its workforce. The Corps then hired the Logistics Management Institute to analyze the situation. They concluded that the Corps only look at contracting about 1,000 jobs.

After the town hall meeting, the Chief had lunch with the Personal and Professional Enhancement Program Class and Emerging Leaders. During this time, he addressed questions and concerns from the classes about the Corps. This

meeting enabled the class members to gain a better perspective of Flowers.

"He is one of the most personable people I've met," said Karen Higgins, structural engineer.

"I didn't feel like I was sitting with someone I couldn't talk to or express my concerns to. He is a person that I would like to study under so that I could learn to incorporate his leadership styles into my life."

Family news

Births

DeQueen Lake Park Ranger **Scott Corbitt** and his wife, Tracy, are the proud parents of Emma Louise Corbitt. Emma was born Oct. 8.

Della Romine is the proud grandmother of Anna Marie Speak, born Nov. 5 to Christie and Christopher Speak of Wisconsin. Romine is a legal instrument examiner in Real Estate Division.

Congratulations

Deputy District Engineer for Project Management **Ed Watford** attended the John F. Kennedy School Senior Executive Fellows Program, Oct. 28 - Nov. 22 at Harvard University.

The program provides a strategic approach to problem solving and focuses on the skills associated with the Office of Personnel Management's executive core qualifications. Participants take on leadership roles to help discover ways to look at issues from a new perspective.

The class, which runs six days a week, is designed for senior federal employees and their military counterparts.

Chief's Coins

Ten district employees were recognized by Lt. Gen. Robert Flowers with Commander's Coins during his town hall meeting with the district, Nov. 6 at the IZard St. Church of Christ.

Lee Schoonover, project manager, Regulatory Branch, Planning, Environmental and Regulatory Division. In addition to his duties at work, Schoonover gives his time to his community through numerous volunteer efforts such as working with youth baseball teams and serving as the chair of the parks and recreation board.

Holly Hartung, manager, III Branch, Information Management Office. Hartung's innovative management of local and wide area communications and networking, office and cell phones

throughout the district and Visual Information Services has provided the service the customers have asked for while saving the government money by creating shared minute plans. She is also active in helping her community and church.

Mike Rodgers, biologist, Environmental Branch, PER. Rodgers has been the lead biologist for an Environmental Impact Statement the district is conducting on the White River Minimum Flow study. This is a high profile study and the first time in over 15 years the district has conducted an EIS in-house.

Rickey L. Amos, civil engineer technician, Construction Branch, Engineering and Construction Division. His efforts on developing electronic tracking and reporting systems for the district's construction placement and expenses have improved the timely dissemination of execution data to the staff.

Mary Hartsfield, secretary, Engineering and Construction Division. As the Engineering and Construction Division secretary, she assists with the administration management of the division and keeps the E&C leadership schedules up to date, ensuring that they are where they need to be at the appointed time.

Jerry Noggle, Programs Branch Chief. Noggle provided excellent insight and guidance on managing all of the various program funds. His efforts assured every project manager, study manager and operations manager, the money they need when they need it. Noggle will retire in December with more than 42 years service.

Tommy Park, operations manager, Greers Ferry Lake. Park is responsible for managing one of the highest profile projects in the Corps, which leads the nation in recreation fee collection and visitation numbers. His community benefits from his charitable nature. He

(See "Family News" on Page 9.)

PMBP leaders rewarded for work



Photo by David Virden

Judy Bullwinkle, Elizabeth Whitmore and Lee Bass laugh as Lt. Gen. Robert Flowers presents them awards for PMBP instruction in SWL. Bullwinkle is the district librarian, Whitmore is a project coordinator in Programs and Project Management Division and Bass is the assistant chief of PPMD.

SWD's Crear promoted to brigadier general

The Southwestern Division Commander was promoted to brigadier general on Nov. 27. Brig. Gen. Robert



Crear was promoted by Deputy Chief of Engineers Maj. Gen. Hans Van Winkle during a ceremony in Crear's hometown of Vicksburg, Miss.

Crear became SWD's 31st commander on May

31, 2002. He came to the division after serving as the USACE Chief of Staff in Washington, D.C.

Prior to his selection as the Corps' Chief of Staff, Crear served as the commander of Vicksburg District, Mississippi Valley Division. He held various other command and staff positions in the U.S. and abroad.

After graduating from Jackson State University in 1975, Crear was commissioned as a second lieutenant in the Corps of Engineers. He holds a bachelor's of science in mathematics and a master's degree in national resource strategy from the Industrial College of the Armed Forces.

He was awarded the Legion of Merit with oak leaf cluster; a Silver De Fleury;

Army Meritorious Service Medal with six oak leaf clusters; Army Commendation Medal; Army Achievement Medal with oak leaf cluster; Army Staff Identification Badge; Parachutist Badge; and was the 1999 Chief of Engineers and Secretary of the Army Award for Small Business Utilization recipient. Crear has also been named a Society of American Military Engineers fellow.

He and his wife, Reatha, also from Vicksburg, have been married 30 years. They have four children, Kristi, Kimberly, Robert Jr. and Reginald.

For more information, check *The Wire* at: www.swl.usace.army.mil/thewire

Colonel

(Continued from Page 2.)

we are training our personnel to be prepared to support any contingency with an engineering cell. This cell, called a Forward Engineering Support Team, spent a week at Ft. Hood in an exercise that simulates a deployment.

They worked with active duty and reserve personnel in a scenario that tested their abilities and identified their strengths and weaknesses. It also demonstrated how difficult coordination is among the different interests when the situation changes by the minute.

If anyone is interested in joining the

team let your supervisor know. It is a great way to support your country.

Budget and leave liability

We will be operating under a Continuing Resolution Authority until at least Jan. 11. We will most likely be under a CRA for some time after that. While we expect to have a final budget before mid-March, there are no guarantees.

The CRA has numerous effects on how we do things and none of them are good. Keep doing the best you can, working together we will be able to get all of the essential things done.

Things are looking good on our leave liability issue. Currently, we are on track to be fully funded at the end of the leave year. This means that at mid-year, we

will be able to reduce our effective rate. Reducing our effective rate gives our customer a better value, but also gives some flexibility in spending money to improve work conditions.

We were able to buy some new furniture at the end of last fiscal year, and once we have an approved budget, we will be able to begin installation. Along with the installation, we will replace carpets, paint walls and reconfigure offices as needed. Not all offices in the federal building will be done this year, but we will make great progress this year, with the expectation that we will follow up with other offices next year.

Have a safe and wonderful holiday season, enjoy life and look forward to another great year when you return.

Tell us what you think

Editor's note: The LRDispatch staff welcomes your opinions. Letters must be signed. If you choose to have your name withheld from publication, we will honor that request.

Comments and Family News submissions must be received by December 15 for publication in the next issue. Send your comments to valerie.d.buckingham@usace.army.mil or mail them to the Public Affairs Office at P.O. Box 867, Little Rock, AR 72203-0867. We reserve the right to refuse publication of any letter that is deemed libelous.

Remember to keep the criticism constructive and the questions coming.

Buy your ticket today for the CRA's Christmas potluck & gift exchange

Dec. 19 from 11:30 a.m.-1:00 p.m.

*Bring your favorite dish: meat and door prizes provided!

*Buy your ticket today from any CRA rep.

Harper shares tale of prostate cancer survival

by **Jamie Oliver**
LRDispatch staff

Doctors call it the second leading cause of cancer deaths among men. They tell their patients that one in every six men faces the risk of developing it during their lifetime and those odds increase after age 50.

They mention that African-American men are 51 percent more likely to develop it and twice as likely to die from it.

Yet, most men find it difficult to talk openly about prostate cancer.

Lee Harper may know why. He is a prostate cancer survivor.

In December, 2000, Harper had blood work done for something unrelated to prostate cancer. Since his father had prostate cancer, however, the doctor also performed a Prostate Specific Antigen blood test as he usually did when Harper came in for tests.

"My father was diagnosed with cancer when he was 70 in 1988," Harper, Chief of Internal Review, said. "I moved back here to be with him, in fact."

When the results came back, the activity in the blood work had more than doubled in one year's time. The spike in activity was cause for concern, Harper said.

"Anything below four is considered normal," Harper said. "Mine had been at 2.6 the previous year. That time it had jumped to 5.18."

So the doctor brought him back in for more tests and a biopsy in January. One week before his birthday, in February, 2001, while on vacation in Galveston, Harper got the call from his doctor confirming that he did indeed have prostate cancer.

"My first thought was 'Oh well,'" Harper said. "You just kind of go numb and then it begins to occupy all of your thought processes."

The biopsy showed the cancer was "pretty involved," Harper said, and the doctors wanted to remove as much of it as soon as possible just to be safe. Before that could happen, however, Harper had back surgery to relieve back and lower abdomen problems. It wasn't until August that he had the surgery for his cancer.

"I have a strong faith in God and that everything that happens to me happens because God's in control of me," he said. "So I wasn't anxious waiting to have the surgery, but it was always in the back of mind."

While he couldn't do much but wait and pray, Harper began surfing the Internet for information on prostate cancer. He found a link to the Arkansas Prostate Cancer Foundation, a relatively new organization founded to help educate men about the disease, and found a new way to contribute to the fight against prostate cancer. Signing up for the foundation's newsletter eventually led to membership with foundation.

Then, in August, 2001, doctors removed "nine or 10 punches" of Harper's prostate.

"Over 50 percent of it was considered cancerous, so it was pretty well involved," he said.

"But I got lucky. I didn't have radiation or chemotherapy.

The test scores came back after the surgery and indicated there was no need for either."

Harper said that technically, he's in remission and if he remains symptom free for five years, he'll be "cured" of prostate cancer. He still must have his PSA blood levels check regularly though.

"My PSA level has been less than .1 for over a year now which indicates no cancer," he said. "But the doctors start getting worried that it's coming back when it hits two. Right now, though, I'm good."

Now, almost two years after his diagnosis, Harper works as a volunteer for Arkansas Prostate Cancer Foundation. He recently began speaking to small groups about his experience and prostate cancer awareness.

One of his main speaking points centers around getting men to open up about their health.

"Men don't like to talk about their health problems," he said. "It's inherent in men. Your wife is the one who always pushes you to go to the doctor. But this is very personal."

This type of silence among men, Harper said, is deadly. Most men have a hard time opening up about prostate cancer since it is such a personal matter, and Harper said this has left prostate cancer researchers and patients in the same position that women with breast cancer found themselves in 15 years ago.

"Prostate cancer research is years behind breast cancer research," he said. "Breast cancer research gets double the funding we get."

He points to this year's Cruisin' for a Cure, a fundraiser for prostate cancer aimed at men in the same vein as the Komen Race for the Cure, as an example.

"We had 2,000 folks come out this year," Harper said. "But

(See "Cancer" on Page 11.)



Courtesy of Arkansas Prostate Cancer Foundation
University of Arkansas Athletic Director Frank Broyles is flanked by participants making their way down Markham St. in Little Rock during the 2002 Cruisin' for a Cure. Little Rock District's Lee Harper participated in the event, sponsored by the Arkansas Prostate Cancer Foundation which helps to promote awareness of the disease and raise money for a cure.

Alan Bland receives SWL water safety award

Beaver Lake Park Ranger Alan Bland was presented Little Rock District's first Belinda Byrns Memorial Water Safety



Bland

Award during National Public Lands Day festivities in Russellville, Sept. 28. The award was established in honor of Russellville Project Office Park Ranger Belinda Byrns who passed away last September. It is given to district employees who are dedicated to spreading the water safety message.

"I was very shocked and surprised," Bland said. "I didn't know I had even been nominated. I had someone else in mind that I thought would get it, so to hear that I got it was just total disbelief."

GeorgeAnn Tabor, an environmental specialist at Beaver Project Office and Bland's supervisor for 17 years, nominated him for the award.

"Belinda was one of a kind, the best," Tabor said.

"She set the pace and was the district leader in water safety. When I read about the award, my thoughts went from memories of my friend to Alan."

Bland has been the water safety coordinator at Beaver since he became a permanent park ranger in 1985. He has since utilized various outlets in Northwest Arkansas to help spread the water safety message.

In the 1980's, he started the orange safety flag program used in boat safety checks. He was also one of three rangers that began the Bucky Beaver life jacket program in 1986.

Now Bland is an active participant on the district's water safety team. As part of the team, Bland works with other district employees to focus spreading the water safety message during the late spring and early summer months, peak activity times at Corps parks.

Little Rock District Water Safety Team Coordinator Chris Smith said that Bland exemplifies the qualities this award stands for.

"Alan keeps Belinda's spirit alive through his drive to keep the water safety message out there," Smith said. "He embodies her drive and that's why he was selected for this award."

During the past two years, Bland's focus expanded to the Hispanic population in the area. This summer, officials at Beaver Project Office teamed with local groups to help educate the growing Hispanic population by distributing Frisbees and potato chips with safety messages printed in Spanish.

The office also had Spanish language safety messages printed on Lifesavers candy wrappers.

"Every time we see a group of kids out there, we give them all the Lifesavers they can handle," Bland told the *LRDispatch* during the summer.

Bland said the project office found success with a life jacket loaner program this summer as well. Beaver Project Office paired with Wal-Mart to provide more than 200 Type II life jackets that

can be loaned to park patrons.

"Alan was behind the hundreds of thousands of water safety messages appearing on ice bags, half-pint milk cartons in schools, paper grocery bags and billboards throughout Northwest Arkansas for the past 15 years," Tabor said in Bland's award nomination.

"Everyone knows Alan and remembers his message. Alan is truly dedicated to making water safety a part of each individual's everyday life. His enthusiasm just makes you want to be safe. His water safety efforts genuinely come from the heart, and he wants everyone to go back home safely after a day of fun at the lake."

More info on SWL's water safety efforts and past issues of the *LRDispatch* can be found at:

www.swl.usace.army.mil/thewire

Reserve center groundbreaking



Photo by Laurie Driver

Little Rock District and Bravo Company 498th Engineer Battalion broke ground Nov. 7 on a new Army reserve center in Conway. The new center will replace the 43-year-old facility on the campus of the University of Central Arkansas. On hand for the ceremony were Kullander Construction President Karl Kullander, SWL Deputy District Engineer Maj. John O. Brown, Lt. Col. Larry Mahar of the 489th Engineer Battalion, Brig. Gen. Keith Wedge of the 420th Engineer Brigade and 2nd District Congressman Vic Snyder.

Celebrating our diversity brings out best in all

In July, the district will host a new event, Diversity Day, and the Personal and Professional Enhancement Program Class of '03 is seeking your input as we develop the day's activities.

Why celebrate diversity? Wasn't America founded as a "melting pot" with each settler expected to become Americanized as quickly as possible? That was then. This is now.

As a licensed attorney in Real Estate Division, I compare it to the evolution of our legal system, which mirrors the evolution of society. In bygone days, cultural diversity might have torn the fledgling nation apart, but it is no longer something to fear. It is something to be embraced.

Sure, Americans share a common government and set of laws. However, we are still individuals.

We are products of not only our common experiences, but also who we are and where we came from. In legal terms, we are simultaneously "pluribus and unum"--diverse, yet united as one. This actually strengthens our nation.

Each PPEP class at SWL is tasked to implement several projects during the year to benefit the Corps. We turned to Tyrone Hammond, district Equal Employment Opportunity officer, for his thoughts on how our PPEP team might help the Corps while furthering EEO awareness.

During this discussion, the idea was born to sponsor a day for all district employees to commemorate and share their cultural backgrounds.

Such an event would lead to a better appreciation of the individual differences that arise due to race and ethnicity. Some people think these two terms, race and ethnicity, are interchangeable.

They aren't.

The "2000 Census" characterized race as people belonging to one of 6 categories: White American, Black or African American, American Indian and Alaska Native, Asian, Native Hawaiian and other Pacific Islander, and (for the first time) Some Other Race, including multiracial.

Ethnicity is not indicative of color or race. For instance, a Hispanic may be

White, Black, American Indian or multiracial.

Hammond reports that our district workforce is comprised of all major race and several ethnic categories. This underscores why it is so important to learn about and respect each other.

Although it is human nature to be proud of our cultural background, problems in the workplace can result when there is an obsession with race or ethnicity.

The feeling that one's own cultural traditions and values are superior to all others is known as ethnocentrism. When this belief is coupled with contempt for people of other cultural descent, diminished productivity or even unlawful discrimination can result.

Negative stereotyping, while easy to learn, can be difficult to overcome. That is why Diversity Day, a day to foster appreciation of our different heritages, can benefit our district.

In the early days, the "melting pot" was expected to melt away all our differences. However, we're no longer a young democracy struggling to unite under one flag diverse states populated with people from the diverse nations.

Today, our strong nation provides a guiding light to other nations, and we can take pride in our commonality as Americans and in our cultural differences as individuals.



PPEP 2003

High Performance
Leadership

by Michael Johnson

District Engineer Col. Benjamin Butler compared diversity to a stew. He explained that while there are many ingredients in a stew, the flavor of each is actually enhanced by the stew as a whole.

Reflecting on the colonel's stew reminds me that when the whole is greater than the sum of the parts, there is synergy.

Diversity Day can be an ideal synergistic setting, but we need your comments and suggestions.

Possible events include presentations, forums, workshops, cultural displays, encouraging employees to wear clothing representative of their heritage (be it a kimono or blue jeans), or food booths.

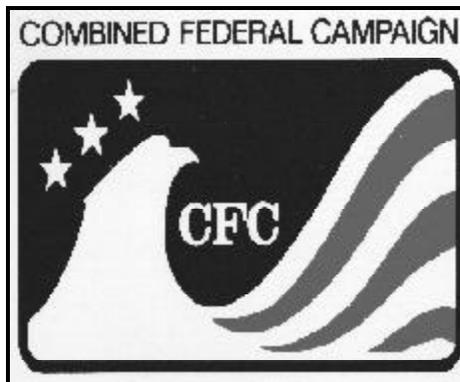
The thought of Thai Chicken or Shrimp Creole makes my mouth water. In a larger sense, diversity gives American culture its own distinctive flavor.

If you would like more information or to participate, contact any member of the PPEP '03 class.

"Embracing the Needs of Others"

Do you want to
*send a child to camp?
help disaster victims?
provide care for the
elderly?
save the environment?
Whatever your interests,
you can find an agency to
support it, in the 2002
Combined Federal*

Campaign Resource Guide. Through the CFC, you can choose from over 1,400 agencies that need your help. It's not too late to contribute. The annual fundraiser ends December 6. To make a donation, contact your office CFC keyworker or call (501) 324-5757.



Writing information to CDs in simple steps

If you've never burned or written a CD, you're in for a pleasant surprise. The procedure, which even technophobes say is a snap, is just as easy as creating a floppy disk.

Before getting started, you should know a few things about writing CDs. Text files, large drawings and photos can all be stored on CDs. In the past, it would have taken several diskettes to store a substantial amount of data. This many disks often required a large amount of storage space. Now you only need one small shelf for all your CDs.

While a diskette's capacity is only 1.44 megabytes, the average recordable or rewritable CD can store 700 mbs of data. This makes it ideal for archiving work documents or large projects such as presentations, training manuals, client files, tax records, graphics and even videos. Most district computers are now equipped with a CD-RW drive.

In order to burn a CD, insert a blank CD into the CD recorder. On the start menu, find *programs* then select *Roxio Easy CD Creator 5* and *Project Selector*. Once Roxio Easy CD Creator program



John Abdullah
Customer Assistance
& Applications Section

loads, select *make a data CD*.

When selecting the source files, make sure you selected the drive you want to burn from. Once you have selected the correct drive, select the files or folders you want to store on the CD. If your file is in a subfolder, you will need to browse to it.

When you have located the file or folder you want, click *add* on the project toolbar. You may also use the drag and drop method by selecting the file/folder, holding your left mouse button down and dragging it into the blank area under the DataCD project toolbar.

Make sure that your project is not over 700mbs once you have everything you want on the CD. You can check this by the project size indicator bar under the project window.

To create your CD, click the *record* button on the project toolbar. The Record CD setup dialogue box will appear. Make sure *finalize CD* is selected under *record method* by clicking the option button. Once you have verified all is correct, select *start recording*.

The CD writing wizard will prompt you that the CD has been successfully recorded when the job is complete.

Before you attempt to burn a CD, keep in mind that all unnecessary programs should be closed before attempting to burn a CD. Do not attempt to copy more data to the CD than it's designed to hold.

Also, treat your CDs like you would a camera lens. Use a lint-free cloth to remove dust, and don't wash them like you might a commercially produced CD. Remove CD you've burned from areas of high humidity and heat or from direct sunlight for extended periods of time.

Family News

(Continued from Page 4.)

serves as a mentor through the Big Brother program among other activities.

Randy Becker, district forester, Operations Division. He is responsible for providing guidance, training and on-site assistance in the management of the district's timber resources. Becker also serves as the district coordinator for the annual Mobility Impaired Hunt Program which offers sight and mobility impaired citizens the opportunity to participate in deer hunts on government lands.

Lisa Yoakum, Administrative Support Branch, Operations Division. Yoakum is the epitome of a team player and is always willing to go the extra mile to assist co-workers in meeting a short suspense or completing a difficult project. Her community and church also benefit from her willingness to help others as she actively supports the Benton Middle School Band Boosters and participates in numerous church activities.

Shirley Bruce, small business coordinator and A/E Section Branch Chief. Bruce left her job as A/E Section Chief two years ago and began a developmental assignment in Contracting Division and the Executive Office, taking on the duties of the small business coordinator. Through her efforts, SWL not only

met but exceeded the set aside goals.

Speaker's Bureau

Lake Dardanelle Field Office Park Ranger **Allison Smedley** and Co-op Ranger **Ruth Millsaps** manned a booth at Kroger Safety Day in Russellville. More than 1,000 people stopped by the booth which gave out information on water safety and the Corps' mission.

Robin Mahomes was a group leader for the Abstinence by Choice Program at Cloverdale Middle School, Oct. 8, 11 and 14.

The program is designed to help youth abstain from risky behaviors by focusing on the tough choices today's teenagers face when dating and on helping them discover their self-worth. Group discussions and one-on-one guidance are also used, along with statistics and advice on how to avoid potentially dangerous dating situations. Mahomes is a systems accountant in Finance and Accounting Branch, Resource Management Office.

Public Affairs Chief **Bob Faletti** spoke about Veteran's Day and the Corps' mission to 30 members of the Arkansas Field Club on Nov. 11. The club is a group of insurance representatives who travel around Arkansas.

Performance videos among new TRC additions

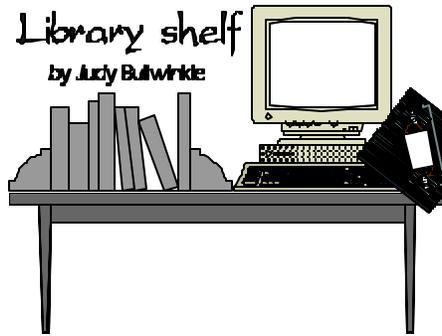
New Performance Videos

“The Abilene Paradox” (HD 30.23 .A25 2002) has been revised to include a new cast of characters and additional material. This popular 24-minute video addresses major topics such as avoid building false consensus, overcoming fear of speaking and encouraging effective decision-making within the group. A PowerPoint presentation and leader’s workbook accompany the video.

“The Pygmalion Effect” (HF5549.5 .M63 P93 2001) illustrates that high expectations can bring exceptional results, while low expectations bring lower results in worker performance. Using dramatic vignettes and movie scenes, the 22-minute video demonstrates the four ways managers transmit expectations: climate, input, output and feedback.

Designed for the government, “When the Coach is You: Skills for Helping Others Learn What you Already Know” (HD66 .W53 2000) explores the topic of coaching from both the coach and learner perspective. This 18-minute video explains the five steps of creating a positive coaching experience.

“Lessons from the New Workplace” (HD58.6 L47 1995) demonstrates how organizational chaos and change can be positive forces in developing teamwork, creativity and productivity. Case histories from DuPont Corporation, the



U.S. Army and a county school district illustrated the major points.

Why people behave defensively and how to create non-defensive communication is addressed in “Communication Non-Defensively” (HF5549.5 .C6 C5 1994). The video shows the five skills of disengaging, empathizing, inquiring, disclosing and depersonalizing as the keys to non-defensive communication.

Critical Incident Stress Materials Available

Southwest Division employees have formed a team to offer assistance in critical stress situations occurring in the division. “Critical Incident Stress Debriefing: An Operations Manual for CSID, Defusing and Other Group Crisis Intervention Services” (RC480.6 .M57 2001) explains the protocol for group crisis intervention. The work includes

sections on the nature of human stress, psychotraumatology, on-scene support services, demobilization and more. “Critical Incident Stress Debriefing: Techniques of Debriefing” (RC552 .P67 .C57 1991) provides video coverage of typical debriefings, team structure, cognitive versus emotional experience and signs of distress.

Spanish Videos

Two videos used during the celebration of Hispanic Heritage Month highlight the culture of Mexico. “The Sounds of Mexico” (F1210 .S68 1989) dramatizes the difference in regional music with selection of typical songs.

“Mexican Popular Customs” (F1210 .M49 1993) covers the history and background of Mexico while illuminating the general cultural preferences of Mexican people.

Hot Website of the Month

<http://www.madsci.org>

Mad Scientist Network -- answers to science questions

Take simple steps to winterize investments

Taking the time to do some simple maintenance around your house will not only make your home safer, it can save you money.

Outside the home, disconnect hoses from outside faucets, roll up hoses and store them indoors. It may be necessary to shut off water to outside faucets.

Debris and leaves should be raked away from the sides of the house, garage and other structures. Take time to remove leaves from gutters and downspouts, and trim any trees or shrubs that touch the house.

Inside the home, prevent pipes from freezing by wrapping insulation around pipes. The air filter on the furnace should be changed. All smoke alarms should be

SAFETY FIRST

Little Rock District Safety Office
by Judy Barker

tested and batteries replaced as needed.

The water heater needs to be checked for leaks. Washing machine hoses need periodic checking. If you are leaving home for an extended period of time, turn off the water supply line to the machine and show each family member where the turnoff valve and shutoffs are located.

As you make these checks, note any problems such as cracks in the foundation or brick, gaps in the walls or unusual odors in the furnace area. These areas need inspection by a professional, prior to winter’s onset.

Traffic accidents, exposure to the cold and heart attacks from shoveling snow are the leading causes of death during the winter months.

Remember that the world will not end if you show up late for a business meeting, but it might end for you if you drive too fast for the road conditions. Drive slowly and with care.

Also take care to wear protective clothing when you will be exposed to the elements for an extended period of time.

Table Rock, Clearwater launch new programs

by Dorothy Seals
LRDispatch staff

Keeping Corps of Engineers parks clean and beautiful can be a task that requires more effort than staff alone can provide. This is one of the reasons that Table Rock Project Office is seeking volunteer support for its Adopt-a-Park program.

The program stalled after it was implemented in 1990 because of limited staffing and other obligations at the office. Table Rock Lake Park Ranger Mike Richards, the volunteer coordinator for the Adopt-a-Park program, said that he hopes to revive the program.

"The goal of this program is to landscape park areas by enhancing the existing trees, flowers and turf or by planting new ones," Richards said. "This will help prevent erosion and provide a better recreational experience for the visitors."

The program provides an outlet for the project office to receive help from volunteer landscaping specialists. Park adopters are responsible for working with the program coordinator to develop a "master landscaping plan" of the park. The adopter provides the equipment and labor for completing the task and is responsible for removing litter from the park.

"The result is the blending of a natural park setting with a well-designed and maintained landscape that provides a visitors a pleasurable outing," Richards said. "The adopter is encouraged to use native plants in all wildflower plantings which provides an opportunity for all visitors to learn about these native plants."

Richards said that wildlife such as butterflies and birds

benefit from the plantings as well.

Clearwater Lake Park Ranger Melannie Gracey is also trying to get the program up and running at Clearwater, but said that her plans are only in the preliminary stages.

"We're still trying to get the legalities sorted out," Gracey said. She said the reason she wanted to get a program like this off the ground is because of the potential benefits it could have for, not only the lake, but the surrounding communities and visitors as well.

"Anytime you get a civic group involved in something like this, you see a sense of pride and ownership take over," Gracey said. "So people are more inclined to take better care of the facilities."

Clearwater Project Office is not planning for the arrival of the program soon, however. "It's a long-term goal for us," Gracey said, adding that they were eager to see how the program takes off at Table Rock.

Little Rock District published a brochure about the Adopt-a-Park program. In the brochure, it said that a beautification sign will be erected at the adopted park's main entrance with the name of you or your organization.

Plaques suitable for display at your business and certificates will be given out by the Corps. In addition, photographs will be taken to promote the event or to document the work the organization performed.

Any organization or business with recognized expertise in landscaping and beautification can adopt a park or public use area. The adoption term is three years.

Cancer

(Continued from page 6.)

two days later, 36,000 people came out for Race for the Cure. We're years behind."

Most of Harper's speaking engagements have been in the district and are not aimed solely at the men in the crowd.

"I spoke at the Combined Federal Campaign kickoff and to one of the Operations Managers' meetings," he said.

"And I don't focus just on the guys in the group. We all have fathers, brothers, husbands and sons who need to know about prostate cancer."

Larry McGrew, Chief of Design Branch, also volunteers with APCF. He encouraged Harper to speak at the CFC kick off this fall. Although not a cancer survivor himself, McGrew is an active "advocate" of the foundation and its cause.

"I saw an ad for the foundation one day in the newspaper and it looked like something worth investing in," McGrew

said. "Cancer is something that affects all of us, so it's up to us to get the message out about awareness and that early detection saves lives."

Like most cancers, early detection is the key to beating it, but Harper and McGrew both said that overcoming the phobia of simply talking about it is just

as important.

"When I talk to people, I point out that NBA coach Don Nelson, Yankees manager Joe Torre and Bob Dole all had prostate cancer," he said. "Frank Zappa died from it. I tell them cancer is no respecter of person. It does not discriminate."

Project Santa 2002
All donations benefit Central
Arkansas veterans, so find your
team leader to see what you can
do to help!

Contributions taken until Dec. 20

Chaplain dedicates Pentagon memorial chapel

by Courtney Brooks
Army News Service

The Pentagon's new chapel is now in a tranquil outer ring of the building. Last year on Sept. 11, the area was anything but peaceful though, Army Chief of Chaplains Maj. Gen. Gaylord T. Gunhus told a congregation of Pentagon employees during the chapel's Nov. 12 dedication service.

Gunhus said the building's chapel, erected at the crash site of the plane terrorists directed into the building, serves as a place of solace and hope.

"We are here to rejoice in the life and the hope of the future," Gunhus told the dedication attendees, including chaplains from other services. "We are here to move on and keep the memory of those who died alive within us. We all gather here on behalf of our fallen friends to entrust them to the joyous graces of our father in heaven."

Until the chapel was built, religious services at the Pentagon were held in conference rooms or the building's auditorium. Standing to the side of the Pentagon's stained glass window assembled by more than 400 Army chaplains and assistants, Gunhus said the window was created from broken

pieces of glass to memorialize the victims of the attack.

"These broken shards were bound together in a window that virtually jumps out at us as a message of hope and our nation's resolve," Gunhus said. "What once was a pile of broken glass is now a symbol of unity and warm remembrance."

Two crimson rings in the pentagon-shaped window total 184 pieces, memorializing the 184 military and civilian lives lost on Sept. 11, according to an Army Chaplain Corps fact sheet distributed at the service. The colorful window, named "United in Memory," features the head of an American bald eagle in front of an unfurled U.S. flag and a rendition of the Pentagon building.

The bald eagle and flag were included to evoke courage and patriotism associated with the defense of the nation, according to the fact sheet. The eagle, in a vigilant pose, symbolizes the past and present generations of those who have protected the United States. The flag, which is displayed against alternating rays of dark aqua and bright gold, depicts the trials and triumphs of U.S. history. Finally, the Pentagon building represents the undefeated

bulwark at the heart of defense. Sept. 11, 2001 is inscribed in the lower half of the window, declaring U.S. national resolve is both unwavering in memory and commitment to victory, according to the fact sheet. Gunhus said that the glass window and chapel serve as a spiritual reminder of the "ultimate human sacrifice" made that day.

"Now when we look at the building from the outside, it is easy to say: 'It looks like nothing ever happened,' but it did," Gunhus said. "Though the majority of our nation and the world would have us put aside the horrible images of the attack and remove them from our minds, we will never forget what happened here."

Gunhus pointed out that the lone blackened and charred stone from the damaged building sits amongst new stones in the renovated wall has symbolic value.

"Like the Phoenix of mythology, almost as though it grew from that one stone, this new building rose from the ashes," Gunhus said. "And I'm here to promise you that, with the help of God, that spirit will always remain alive in the hearts of all members of our great Pentagon family."

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LITTLE ROCK DISTRICT, CORPS OF ENGINEERS

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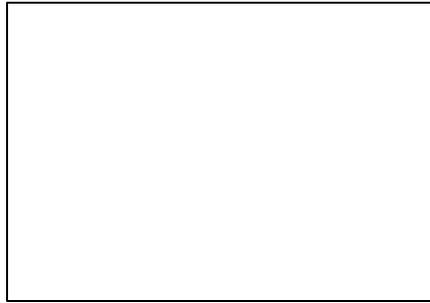
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**Hot Web Site of the
Month**

www.medlineplus.gov

The National Library of
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Health Web Resource



life: Little Rock District employees share thei

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Experiences with organ donations

Valerie Buckingham