



District designs childcare center at PB Arsenal

Facility centralizes services for children

by **Raini Wright**
LRDispatch Staff

The new \$2.7 million, 14,000-sq.-foot Child Development Center at Pine Bluff Arsenal, dedicated May 29, will benefit the arsenal's military and civilian employees as well as their children.

Prior to the center's existence, the arsenal provided childcare services in several different buildings. Employees, however, wanted a central location, which would encompass all their childcare needs and applied for a new building.

In June 2001, Little Rock District awarded the construction contract to CWR Construction, and the project required almost two years to complete.

"Construction ran a few months behind schedule, because extra modifications were made to ensure the safety of the building's facilities," said Mark Freedle, Design Branch Project Manager. "When it

comes to children, everyone is concerned about safety."

The center provides services before, during and after school for up to 77 infants, pre-toddlers and school-age children. Some of the facilities offered at the center include a playground, demonstration kitchen, multi-purpose room, gym and computer lab.

The center's design took a year and a half to complete.

"The development of the center was a

coordinated effort. Many disciplines were involved," Al Rein, Design Branch architect and project design team leader, said.

Command Architect of Army Materiel Designs Martin Schroeder drafted many of the designs and sent them to the Corps to be refined. Once the center was complete, Missy Broadneax along with several other arsenal employees created the

(See "Center" on page 5.)



Pine Bluff Arsenal Child Development Center

Inside this issue

Mark Emmerling named
Engineer of the Year 4

Employees run in Little
Rock Marathon 6

2003 graduates
announced 8

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LRDispatch online at home or
work:

[www.swl.usace.
army.mil/thewire](http://www.swl.usace.army.mil/thewire)

Public input accepted for EIS

by **Jamie Oliver**
LRDispatch Staff

Four public meetings were held May 19 – 22 to gather public comment for the initiation of an Environmental Impact Statement to examine a proposal to deepen the Arkansas River's navigation channel from 9 feet to as deep as 12 feet.

The meetings, held in Tulsa, Ft. Smith, Little Rock and Pine Bluff, were held as part of an EIS for Phase II of the Arkansas River Navigation Study. The two-part study is being conducted by both Little Rock and Tulsa Districts under direction of the U.S. Congress.

Study manager Ron Carman said increasing the channel depth to 12 feet

would allow barges to carry heavier loads. This could be achieved in several different ways, he said, including deepening the channel via dredging, deepening the channel by raising the pool elevation or widening the Verdigris River in Oklahoma.

Changes could be limited to certain segments of the navigation system or could span the length of the system.

The EIS will be used to investigate how a deepened channel will impact flood conditions and the people along the river.

"Depending on how the deeper channel is achieved, there could be little or no affect on flood heights," Carman said.

(See "EIS" on page 11.)

Metrics provide means for employees to excel

I firmly believe the leadership's job is to set conditions so everyone has the opportunity to be successful. We cannot make everyone successful, but we can set the conditions so everyone has an opportunity to excel.

Setting conditions for (others) success is what your leadership and I have been working on at our monthly strategic meetings. We have made a lot of progress but still have challenges ahead.

At this month's strategic meeting we heard from the People Committee. They presented the metrics we are working on to see if we are doing the actions necessary to set conditions so our employees have the training, guidance, resources and motivation to be successful.

Training

For training, we focused on the Individual Development Plan. This plan is a roadmap and contract between employee and organization so each employee gets the required training to be proficient at their current job. It also prepares them to move to the next level when the timing is right.

We focused on the IDP because it forces the employee to think about what they do and where they need to improve. It also requires management to resource the training, and prepares both the employee and district for future success.

The IDP process asks employees to look five years down the road and see what training is required and will be available. When the employee develops the IDP, it should not be resource constrained. That will come later.

While the IDP is a plan that is initially developed by the employee, it is reviewed by the supervisor and the senior rater. This review is to confirm the training is in the best interest of the employee and the government. It helps develop the employee in areas that are beneficial both personally and professionally, while supporting our mission. Management must also check time and budget resources to determine when training should take place.

Once management agrees with the plan and has resourced it, I expect it to happen. Level one training on the IDP is a top priority. Few excuses are acceptable for not doing this training. It was developed and agreed to by both the employee and management. It was resourced before it was signed. Even though it may not be done at the exact class and location as originally planned, it should be done within the year.

The IDP will be updated annually with efficiency reports and reviewed during periodic counseling.

From where I sit

by Col. Benjamin Butler
District Engineer



Guidance

Although employees need training, they also need guidance. Just because they know how to do something does not mean they know what to do. Because of this, we are developing a metric to see how well we are keeping our employees informed. Management often does well in giving a specific task, but not as well in helping see the big picture.

One purpose of this column and the *LRDispatch* is to help show the big picture in addition to giving specific guidance. We are also working harder to have more Brown Bag lunches at division in addition to the ones at district level.

Resources

When we provide employees training and guidance, we must also provide resources. They need money, time, tools and equipment. They need a work area conducive to their mission.

We are also developing a metric on budget. This is not a metric to measure budget execution as most budget metrics do, but rather it is a metric to measure if we budgeted enough to meet all requirements. It has come to my attention that requirements placed upon the organization and our employees exceed the money we give them to meet those requirements. We are working to measure what percentage of requirements we have enough funding to perform.

We are also looking at other metrics to measure how well we provide tools, equipment and appropriate work areas to help set conditions for our people to be successful.

Motivation

Motivation is a key area in which we are working. Team awards in particular are difficult. We want to recognize those who worked hard and make sure everyone's efforts were

(See "Colonel" on page 4.)

LRDispatch

- Col. Benjamin Butler . . . *District Engineer*
- P.J. Spaul *Acting Public Affairs Officer*
- Valerie Buckingham . . . *Command Information Officer*
- Jamie Oliver *Issue Editor*
- Dorothy Seals *Layout/Design*
- Raini Wright *Writer*

LRDispatch is an unofficial monthly publication authorized under AR 360-1, published under supervision of the Little Rock District Public Affairs Office and printed by a civilian contractor on recycled paper. Views and opinions expressed are not necessarily those of the Department of the Army. News items are solicited. Publication depends on general interest as judged by the editors. Submitted articles will be edited to meet standards of the Associated Press Style Guide. Circulation is 1,300. Correspondence should be addressed to *LRDispatch* Editor, Public Affairs Office, Little Rock District. P.O. Box 867, Little Rock, AR 72203-0867. The PAO telephone number is (501) 324-5551. Fax number is (501) 324-6699.

Family News

Congratulations

LaTisha Sanders was named the Outstanding Graduate with an Associate of Science in Engineering Technology award from the University of Arkansas at Little Rock for the 2002-2003 academic year. Selection of the award was voted on by the faculty and department chairman and was based on GPA, intensity of courses and overall academic performance. Sanders is a student in Real Estate Division.

New Faces

David Ries is the new summer ranger at Table Rock Project Office.

Nikisha Jakes is the new clerk in Regulatory Branch.

David Small is the new summer park ranger at Nimrod-Blue Mountain Project Office.

Andrea Shipman is the new summer park ranger at Russellville Project Office.

Raini Wright is the new Department of the Army intern in Public Affairs Office.

Robert Stainton III is the new hydraulic engineer in Hydrology and Hydraulics Section.

Farewell

Thomas Minyard, resident engineer at Table Rock Project Office, accepted a position as resident engineer for Pueblo Chemical Agent Destruction Plant in Pueblo, Colo.

Retiring

Kenneth Lyon, an environmental specialist in Regulatory Branch, retired in May.

Speaker's Bureau

Dardanelle Park Ranger, **Allison Smedley** spoke to 475 students, teachers and parents at Crawford Elementary School concerning water safety and Family Walk Night at Bona Dea Trails on Friday, April 18.

Karyn Higgins and **Laura Cameron** spoke to 12 Girl Scouts April 24 at St. Edwards School in downtown Little Rock about environmental, hydrological and geotechnical/civil engineering. Higgins is a structural engineer in Design Branch and Cameron is a civil engineer in Design Branch.

Toad Suck Field Office Park Ranger **Danny McKinney** gave a water safety program to 400 Girl Scouts as part of the field office's Earth Day activities.

Mike Biggs made a bridge kit presentation May 9 to three second grade classes at Nelson-Wilkes-Herron Elementary School in Mountain Home. Biggs is a study manager in Planning, Environmental and Regulatory Division.

District News

PPEP supported National Rebuilding Day

SWL volunteers along with the PPEP class of 2003 spent National Rebuilding Day putting a smile on the face of one Little Rock resident.

The class, led by local Rebuilding Together chapter president Al Rein, recruited 19 district members and family members to spend their Saturday improving Norma Williams' home through a full day's worth of yard and house work.

Class member Susan Hickam said the volunteers replaced a portion of a floor that was rotten in the hallway and painted the seven-room house. They also mowed the yard and trimmed shrubs and trees.

Williams thanked the group with hugs, tears and a "heartfelt prayer of thanksgiving" after the 8-hour work day was completed.

She added the local Rebuilding Together chapter hopes this will become an annual event.

Water safety advocate will be missed

Marvin "Butch" Potts, Arkansas Game and Fish Commission's Boating Law Administrator and water safety advocate, died April 26 after a lengthy battle with cancer.

During his career with AGFC, Potts became a friend of many Little Rock District employees through his efforts to include the Corps of Engineers in his work to increase water safety awareness.

"Butch worked with us for 15 years," said Dale Leggett, chief of Natural Resources Management Section. "He was an avid supporter of the Corps water safety program and inspired numerous bills and legislation relating to the improvement of boat safety laws in Arkansas. It was his hard work that got them before the legislature."

Leggett said Potts was active in the National Water Safety Congress and International Boating and Water Safety Summit. He also served as chairman for an Arkansas water safety committee that involved representatives of all Arkansas Corps lakes and both Little Rock and Vicksburg districts.

"He had an intense dedication to improving boat safety on our lakes and in our communities," Leggett said. "He was dedicated to helping save lives. I thought the world of him."

OOPS

Missed an issue of the LRDispatch? You can view past editions on our web site <http://www.swl.usace.army.mil/thewire>.

Emmerling named 2003 Engineer of the Year

by Dorothy Seals
LRDispatch Staff



Emmerling

For significant contributions to the Little Rock District, to the engineering profession and to the community, Mark Emmerling was named 2003 Engineer of the Year.

This award is one of the most prestigious awards given to a professional engineer, and according to Mark Dixon, no one was more deserving than Emmerling.

"Mark has been an asset to the district since he started and continues to improve each year," Dixon, chief of Mechanical and

Electrical Section, said.

"His values are of the highest standards. His integrity and dedication to the mission is unquestioned. He is well deserving of the honor of Engineer of the Year."

Emmerling is the acting chief of Mechanical-Electrical Section, a position he volunteered for when it came vacant earlier this year. He has been with the district since graduating from the University of Arkansas in 1986. He has held the positions of design electrical engineer and supervisory electrical engineer.

Some of the more notable projects that Emmerling has worked on throughout his career include the Pine Bluff Arsenal Central Incinerator Complex and tainter gait control projects at David D. Terry and Wilbur D. Mills Dams.

According to Dixon, Emmerling was instrumental to the completion of these projects.

"Mark's recent work at the Pine Bluff Arsenal Central Incinerator Complex is just one example of his customer focus and dedication to the mission," Dixon said.

"He spent numerous hours coordinating customer requested changes with the construction contractor and functioned as design coordinator, construction manager, quality assurance representative and technical expert on the project. Without Mark's perseverance, this project would not have been the success it is."

Emmerling is actively involved in his community, as well. He is a member of the Knights of Columbus, through which he volunteered at local schools and at Florence Crittendon Home for Unwed Mothers. He also volunteers as a soccer coach and assistant T-Ball coach.

Despite all of these accomplishments, Emmerling said he did not expect to receive this award.

"This was a surprise, but it was a nice surprise, Emmerling said. "It is a milestone in my engineering career and a morale booster. I didn't expect to get it this year. It seems to only be given to engineers who have been around for 20 or more years."

Emmerling said his wife Mindy and son Christopher are excited too.

"My family is ecstatic that I am being recognized," he said. "That is what means the most to me. It really makes me proud."

Emmerling will be recognized during the annual Engineer Day festivities on June 20.

Colonel

(Continued from Page 2.)

recognized. But we do not want to recognize those who only showed up and did little to help the project be successful. We are not where I'd like to be on this, so I appointed **Jeff Wilbanks** to head a process action team to look at this. If you have ideas, please contact him.

As you may have noticed, these metrics are not measuring performance. They are instead measuring how well we are doing at setting the environment so everyone can be successful. While performance is key, if we set the correction conditions and have the right people, performance will fall in place.

Little Rock District is currently doing a great job, and the program I outlined above will help set the conditions to improve your already outstanding record.

Have a great month, and I'll see you at Engineer Day on the 20th.

Get out of the office and join us for...

Engineer Day 2003

Friday June 20 at Sherwood Forrest.
A day filled with awards, food and tons of fun!

**All Employees
AND Retirees welcome!**

Tickets are \$5.00 for adults and \$2.50 for children (10 and under).

For more information contact your CRA representative or call 324-5551.



Customer Care

Disabled sportsmen appreciate special hunt

Dear Bull Shoals Park Rangers,

I want you to know how much you have done for these disabled sportsmen. You made Stan so happy. He found he could still do some of the things he loved, and that was hunt.

You are all so very special, and I will never forget how nice you all were. You are truly a blessing to many. Your families and friends should really be proud of you. You put smiles on the faces of these guys, and they feel so important and useful. You made my husband so very happy.

If you ever need help, please give me a call. Stan's children and I will be glad to assist you in any way we can.

May God bless you,
Wanda and Children

Appreciate park ranger's assistance

On April 17, we stopped to talk with **Park Ranger Titus Hardiman** to ask him about how we could locate the exact location of Corps of Engineers markers on our property if he had the time that day. Ranger Hardiman quickly responded to our request and walked to the Corps marker locations on the questionable areas we had.

We truly appreciated his courteous response and he was very knowledgeable on where these markers were located. He was much more helpful than we expected – not having had an appointment with him.

Please extend our grateful thanks to Ranger Hardiman.

Sincerely,
Don and Betty Johnson

Happy to help at Millwood Lake

Hi Robin Parks,

We sure appreciated you taking the time to come down to the

Center

(Continued from Page 1.)

interior design, Rein said.

The center's design differs from the standard childcare facility. It is divided into two wings, one for infants and toddlers, and the other for school-age children. Among the programs the center will offer, teaching life development skills is perhaps the most important, Freedle said. The demonstration kitchen was added to show children how to prepare food safely when they are home alone.

AMC Command was so impressed with the center's design that they asked the district be the design agent for a prototype youth service center for children ages 6-10 years. Since then, SWL has designed four other youth service centers able to accommodate between 90 and 180 children. Several of the centers are currently being built. Freedle said Little Rock District has become a leader in youth service center designs.

meeting Monday night, and we are glad to help out on the PERC signs. We certainly do want to do something helpful for the good of the fishermen, and if we can assist USACE we are glad to help there too.

We sincerely appreciate all the hard work the Corps does on Millwood Lake, and we know it is a hard, thankless job most days. I am on the lake so much that I see week by week how fast it can change and how hard it is to keep up with it. It is a tremendous challenge, and I firmly believe we have the right people there handling it.

Keep up the good work, and let me know (or our club) how we may further assist in keeping Millwood safe, popular, and a desirable place for people to visit. Thanks again for taking time out of your schedule to visit the club Monday night. You did a great presentation!

Best personal regards,
Mike Seifert,
Backlashers Bass Club
Texarkana U.S.A.

Put me in a PFD



Laurie Driver

Chris Smith demonstrates how to properly wear life jackets during Safe Kids Day at the Zoo on May 3. Smith is an outdoor recreation planner in Natural Resources Management Section.

Employees race in Little Rock's first marathon

by Dorothy Seals
LRDispatch Staff

Three Little Rock District employees were among the 733 runners to cross the finish line May 4 at Little Rock's first-ever marathon.

Patricia Anslow, Greg Yada and Randy Hathaway each pounded the pavement for 26.2 miles in under five hours.

According to Hathaway, this was not a simple feat.

"A marathon is a test of endurance and a will to go on," said Hathaway, chief of Planning Branch. "The last few miles can be some of the worst pain you'll ever feel. Your aching, beaten body is screaming at you to stop moving.

"You're running on nothing but fumes. Your leg muscles start twitching, cramping, burning and wanting to lock up on every step. But you keep running through the pain because, after 15 weeks of training, the finish line is just so close."

Yada said he could relate.

"I was exhausted after the race," said Yada, construction manager in Construction Management Section. "I couldn't wear my medal because it was too heavy. I could barely even stand up."

Although exhausted at the end of the race, Yada said his family's reaction as he crossed the finish line made the race worthwhile.

"What I remember is seeing my family in the distance, the kids jumping up and down and hearing my autistic 8-year-old son say he was proud of me," Yada said.

Marathons are nothing new to Anslow, chief of Environmental Section. For her, this was merely a stepping stone in her career.

"This was my 10th marathon," she said. "My goal is one in all 50 states and D.C., so I've only have 43 more to go!"

Anslow is staying on track to keep that goal and add to a list that already includes the Marine Corps Marathon, Blue Angel Marathon and Bataan Memorial Death March. She is planning to run in another marathon in June, the Mayor's Midnight Run in Anchorage, AK.

Hathaway said this was his third and "final" race. Yada said it was probably the beginning and end of his marathon career.

"That was the alpha and omega of my marathon career unless someone special wants me to train and run," he said.

For each runner, the 26.2 miles is only a fraction of the total marathon package.

"I have trained for this run since January, running approximately 500 miles with a maximum of 40 miles per week," Yada said. "This wasn't as much as the experts recommend, but that's all the time I could commit."

Hathaway on the other hand, gradually increased his running mileage every week to build up for the race.

"I started training for this marathon in mid-January with about 15 miles per week," Hathaway said. "I focused on increasing my weekly mileage to 30 miles per week and then to about 50 miles per week while still resting, not running, for one or two days. Also, each week I took one long run, gradually increasing it up to 17 miles for a few weeks before the marathon."

With such an extreme goal as running in 43 additional marathons, Anslow is in constant training. She said she uses music to stay enthused.

"I have a tape I listen to the night before I race to wind me down," Anslow said. "But the music I listen to before a

race pumps me up and gets me focused on the task at hand. I love to hear the National Anthem, too, because it means the race is about to start. I replay the songs in my head to pace myself."

(See "Marathon" on page 7.)



Randy Hathaway completed the marathon with a time of 4:05:25.



photos by Action Sports International

Over 771 runners raced in the Little Rock Marathon on May 4. The 26.2 mile course circled through Little Rock and North Little Rock passing Central High School, the Governor's Mansion, Alltel Arena and through Quapaw Quarter, Hillcrest and the Heights.

JFK's prediction right: Greers Ferry's a draw

by Craig Ogilvie

Arkansas Department of Parks and Tourism

Almost 40 years ago, President John F. Kennedy stood on a flag-draped platform overlooking the just-completed Greers Ferry Dam and spoke of the prosperity the lake would bring to the region. It was his last major appearance before his ill-fated trip to Dallas a few weeks later.

His prophecies about the Greers Ferry Lake and Little Red River region have come true perhaps beyond anyone's wildest dreams. The millions who visit annually recognize it as one of the cleanest and most scenic places in the mid-South. They come to fish, swim, camp, sail, hike, sightsee, shop and enjoy the Ozark foothills country.

A good first stop for travelers is the Corps of Engineers Visitor Center, along Ark. 25 at the western end of dam. The 6,000-square-foot stone and redwood structure houses an information center, exhibit hall and public restrooms. And a 96-seat theater at the center features a 20-minute presentation, "The Saga of the Little Red River: A Tale of Two Centuries," which relates the history of the region prior to and through the construction of the dam. It also chronicles President Kennedy's dedication of the \$46.5 million project on Oct. 3, 1963.

The exhibit hall includes displays on the geological history of the region, early natives and explorers, pioneer days, towns and transportation, plus an intriguing demonstration on how electricity is generated by the massive dam.

Entertainment and learning programs are also presented every Saturday night beginning at 7 p.m. throughout the spring and summer months at the center. Topics range from eagle awareness to folk music and fishing clinics to boating safety. Special exhibits and demonstrations are also scheduled each month.

The center is open daily April through October, plus Saturdays and Sundays in March and November. It is closed December through February. All programs and exhibits at the center are free and open to the public. (Note: Public tours of the Dam and Power Plant have been suspended until further notice due to national security. The closures affect all federal power dams in the nation.)

Hikers can enjoy two award-winning national nature trails located near the welcome center. Mossy Bluff extends along a tree-covered bluff overlooking the Little Red River, immediately below the dam. It ends almost one mile away at a rustic shelter, which offers a panoramic view of the river and dam. Nearby is Buckeye Trail, a short barrier-free, paved pathway designed for the physically challenged. Guide maps for both trails are available at the center.

While at Greers Ferry, hikers can also trek the Sugar Loaf Mountain National Recreational Trail, which climbs a 1,000-ft. rocky summit on an uninhabited island in the upper section of the lake. Sugar Loaf rewards those that make the trip with some of the best views in the Ozarks. (Because it's on an island, the Sugar Loaf Trail must be accessed by boat.)

The Greers Ferry National Fish Hatchery, located below the dam, offers free tours. Built in 1965, the hatchery produces

about one million rainbow trout yearly for restocking the Little Red and other Arkansas streams. The visitor center contains exhibits on the life cycle of trout and a brief history of the hatchery. Nearby, cold water raceways hold thousands of fish in various growing stages, including some monster-sized lunkers. The hatchery is open from 8 a.m. to 3:30 p.m. daily.

With two world-record catches on Greers Ferry Lake and one world record on the Little Red River, it's understandable why anglers are attracted to the region. Al Nelson of Higden started the action in 1982 with a 22-pound, 11-ounce walleye. Jerald C. Shaum of Shirley added a 27-pound, five-ounce hybrid striped bass in 1997.

But the late Rip Collins of Heber Springs shocked the fishing world in 1992 with a 40-pound, four-ounce brown trout he caught on the Little Red River. The three catches constitute all of the state's world-record holders, but several state-record fish are not far off the world marks.

The Little Red is famous for johnboat angling and great fly fishing, and there are numerous outfitters, marinas and resorts along the river and lakeshore.

Some of The Natural State's premier resorts are located on the wooded shoreline of the lake and river. Championship golf courses, tennis centers, nature trails, shopping centers conference facilities and luxurious dining are some of the reasons people return year after year to the region.

For campsite reservations, phone 1-877-444-6777 or visit www.reserveusa.com.

Marathon

(Continued from Page 6.)

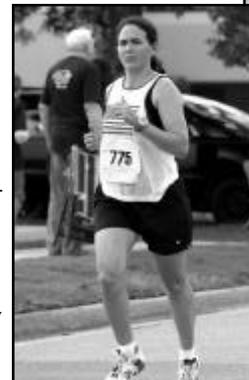
So why put your body through this? Hathaway called it an "addictive misery" that people who do not frequently run would not understand.

"It's a moment in time when you hear someone like Mike Biggs at mile 10 and the rest of the crowd cheering you on that you feel like you are doing something extraordinary," he said.

According to Biggs, a study manager in Planning Environmental and Regulatory Division, this was something extraordinary.

"I went to support the runners because it takes a lot of commitment and courage to enter and participate in an event like this," Biggs said.

"The people running were representing the Corps while supporting a event sponsored by the community we live and work in."



photos by Action Sports International

(Left) Anslow, 4:45:51 (Above) Yada, 4:58:57

District employees announce 2003 graduates

Jeremy Neisler, son of **Karen Neisler** of Real Estate Division, graduated May 10 from the University of Arkansas with a Bachelor of Science in business administration, majoring in marketing management.

Kurt Stein graduated May 3 from the University of Central Arkansas with a degree in mathematics. Caleb Stein will graduate as the salutatorian from Mills University Studies High School. He will attend the University of Arkansas where he will major in electrical engineering. Caleb was selected as one of ten Bodenhamer Fellows and will receive a \$50,000 scholarship.

Carter Stein, law clerk in Office of Counsel, will graduate from the University of Arkansas at Little Rock William H. Bowen School of Law with a Juris Doctorate and will sit for the Arkansas Bar Exam in July. Kurt, Caleb and Carter are the sons of **Chuck Stein**, chief of Operations and Technical Support Branch.

Scott Clements graduated May 3 from Georgia Tech University with a degree in electrical engineering. He is the son of **Joe Clements**, a retiree from Information Management Office.

Matthew Hoppis, student laborer at Russellville Project Office, graduated May 10 from Arkansas Tech University with a Bachelor of Science degree in agriculture business.

Rachel Marlow, daughter of **Mike Marlow**, chief of Cost Engineering and Support Section, graduated from North Little Rock High School. She will major in theater performance at Oklahoma City University, where she has been selected to receive the University Scholarship.

Heath Himstedt, son of **Henry Himstedt**, chief of Hydrology and Hydraulics Section in the Engineering and Construction Division, graduated May 17 from Searcy High School. Heath will work toward a degree in chemical engineering at the University of Arkansas on an Honor Fellowship scholarship worth \$50,000.



Shannon Keith, daughter of **Nancy Keith**, civil engineering technician in Architectural and Facility Design Section of Design Branch, and John Keith, a retiree from Engineering and Construction, graduated in May with a Bachelor of Arts degree in art history and Italian studies from Wellesley College in Massachusetts.

Zachary Milholland, son of **Mark Milholland**, operations manager at Mountain Home Project Office, graduated May 23 from Mountain Home High School. He plans to attend Arkansas Tech University in the fall.

Charles Edward and Dominique Holloway, twin grandchildren of **Helen McCullough**, graduated in May from Parkview Arts/Science Magnet High School. They will attend Roosevelt University's School of Performing Arts, Music Conservatory in Chicago.

Larry Wayne, Jr., grandson of **Helen McCullough**, graduated in May from Jacksonville High School. He is joining the military.

Jennifer Crafton, support assistant at the Central Arkansas Area Office, graduated June 6 from Webster University with a Master of Business Administration degree.

Rachel Smith, student aide in the Planning, Environmental and Regulatory Division, graduated May 17 from the University of Arkansas at Little Rock. She is the daughter of **Bobbie Mooney** a program analyst in Program Projects Management Division.

Anna Jones, daughter of **Stan Jones**, power plant superintendent at Table Rock Project Office, graduated in May from Branson High School. She plans to attend the University of Missouri, Kansas City and major in performing arts.

Brent Ragar graduated May 16 from Washington University Medical School in St. Louis. He will do his residency in family practice at the Harvard Hospital Group in Boston. Heather Ragar graduated May 16 with a Master's degree in social work from UALR. She will work for Delta Counseling. Both are the children of **Anthony Ragar**, chief of Management Branch, Real Estate Division.

David Clarke, son of **Louis Clarke**, project manager in Regulatory Branch, graduated May 9 from Arkansas State University with a Bachelor of Science degree in chemistry.

Jody Fenton, student aide park ranger at Beaver Project Office, graduated May 10 from the University of Arkansas with a Bachelor of Art degree in forensic anthropology.

Eric Larson, son of **Robert Larson**, power plant shift operator at Bull Shoals Powerhouse, graduated from the United States Air Force Institute of Technology in Dayton, Ohio, with a Master's Degree in management. Eric is a captain in the Air Force and will join the staff of the Institute of Technology as a professor.

Jennifer Winkler, administrative support assistant in the Central Arkansas Area Office, graduated December 21 from John Brown University with a Bachelor of Science degree in organizational management.

(See "Graduates" on page 9.)

Observe, practice safety to avoid accidents

While safety should be a way of life, it can only become automatic as we absorb lessons learned from parents, teachers, books, and our own trial-and-error experiences.

Most of us have reached the point where certain safety habits are ingrained. But to ensure the security that comes from making safety a way of life, we must make safety a part of everything we do in our lives.

We must always think how to perform the task at hand in a way that will not harm anyone involved. But this can be done. After all, many men and women perform hazardous work every day without harm.

At work, we're all on the same team. We don't take chances with our own safety and that of the co-workers. Instead, we think about safety whenever a decision has to be made. We observe safety rules and practice the safe behaviors we've learned.



Share your safe attitude and habits with your co-workers, remembering it's important for their safety and your own. No one can say when an unsafe condition will result in an accident, when an accident will result in injury, or when injury will cause permanent disability or even death.

We all must resolve to work safely and never take chances with the life or health of ourselves and our fellow workers.

If this hasn't already become automatic behavior, it will with further practice. And as with anything, some people may need more practice than others.

Once we have all learned the impor-

tance of practicing safety, we will all share the rewards—a workplace in which the odds against our being injured on the job have become greater and greater.

When at home or on the job, keep these safety rules in mind. Report all accidents to your supervisor, even though they may seem minor at the time.

Studying the causes of accidents points out ways in which they can be avoided in the future.

Always wear personal protective equipment suitable for the job you are doing such as hard hats, steel toed boots, safety glasses, hearing protection or other necessary equipment.

Good housekeeping prevents slips and falls. Be quick to clean up spills. And keep all areas, especially heavily traveled ones, free of clutter.

(Editor's Note: Judy Barker died on May 28. There will be a story about her in the July issue.)

Graduates

(Continued from page 8.)

Rainie Jones, student aide at Toad Suck Ferry Project Office, graduated May 10 from Arkansas Tech University as a Registered Nurse.

David Clement, son of **Tom Clement**, chief of Architecture and Facility Design Section, graduated in May from Catholic High School. He will attend the University of Arkansas on a \$40,000 Chancellor's Scholarship and major in architecture.

Jonathan Holland, grandson of **Theresa Morris**, an administrative assistant in Real Estate Division, graduated from Ardmore High School. He will attend Auburn University.

Ruth Millsaps, a SCEP park ranger at Dardanelle Field Office, graduated in May from Arkansas Tech University with a Bachelor of Science degree in parks administration. She will be transferring to Galveston District as a park ranger.

Brett Hicklin, son of **Chris Hicklin**, chief of Construction Branch, graduated from the University of Arkansas with a Bachelor of Arts degree in chemistry. He is completing his first year of pharmacy school at the University of Arkansas for Medical Sciences.

Melissa Jones, student aide in A-E Contracting Division, graduated May 10 from Philander Smith College with a Bachelor of Science degree in social work. She plans to work for Division of Children and Family Services after graduation.

Max Beverly, son of **Lee Beverly** in Project Management Division, graduated from the 8th grade this year at Our Lady of Good Counsel School in Little Rock. He will be attending Little Rock Central High School.

Jonathan Webb, son of **Jim Webb**, office engineer at Table Rock Dam Safety Resident Office, graduated from Hollister High School. He will attend North Arkansas University where he will major in computer science.

Cameron Cannon, son of **Michael Cannon**, park ranger at Mountain Home Project Office, graduated in May from Mountain Home High School.

Sara Elizabeth Beard, daughter of **James Beard**, operations manager at Clearwater Lake, graduated from Lighthouse Christian Homeschool Academy. She has been accepted at Pensacola Christian University.

Dorothy Seals, student aide in Public Affairs Office, graduated May 3 from the University of Central Arkansas with a Bachelor of Science degree in mass communications, telecommunications emphasis.

Jamie Oliver, student aide in Public Affairs Office, graduated May 3 from the University of Central Arkansas with a Bachelor of Arts degree in mass communications, journalism emphasis.

Accepting change can improve quality of life

Change - is it good or bad? Do you accept or reject it? Change is a deviation from our normal routine. You initiate change when buying a new car or reevaluating your portfolio. However, unexpected external factors can initiate change.

Change means different things to different people. In most instances, change is implemented to complement the other procedures we use. Many good things are a result of change, even those that first appear to be negative.

What frequently makes change positive or negative lies within us - our willingness to accept new challenges and benefit from them. What we do as individuals is more often a small part of the overall effort. But, if we do nothing, we become the obstacle.

Think of the changes many of our grandparents faced in their lifetimes. Most didn't have electricity or in-door plumbing when they were born. Few people graduated high school or even finished grade school.

As adults, they faced and overcame challenges of World War I and the Great Depression, then saw their children march off to war. After the war, most of their children got a GED and some graduated from college.

Years later, my grandparents flew on airplanes, heated their house with gas rather than wood and witnessed men walking on the moon.

Larger, more notable changes happen less frequently and are usually met with varying degrees of acceptance or rejection. What was your reaction and response to computers, ATM machines, cell phones, and DVD players? These items have improved the quality of life for many.

On our jobs, changes can be wonderful opportunities. The

computer represented a big change. For those who accepted the change, using a computer greatly improved their personal and professional productivity.

If we never accepted the challenge of this change we could have grown stale and experienced low job satisfaction.

By rejecting change, we encourage failure. Think of all the energy wasted on correcting errors, because we did not utilize the necessary changes.

The workplace will continue to change around us. If we don't embrace change, we will be left behind and will eventually become the obstacle rather than part of the solution. Reach beyond your comfort zone, be willing to learn and accept new assignments. You will discover many opportunities.

Only you can make changes in yourself. Find things that make your life more rewarding. You, as an individual, need to recognize and implement changes that will improve your life. Help a friend. Read a self-development book. Take a class. Get the degree you always wanted but never took time to pursue. It may require work, but work is worth the rewards that come with reaching your goal.

Choose your dream, set your goal and accept responsibility for risks for your actions.

The world progresses whether we accept change or not. How willing have you been to embrace change?



PPEP 2003
High Performance
Leadership
by Susan Hickam

Downloads decrease computer's performance

Software Issues

Most district computers are equipped with a standard operating system and applications. This includes the Windows 2000 operating system, and Microsoft Office and Outlook software, along with Internet Explorer. Some systems have other mission-related software installed. Under the IM Usage Agreement that all users are required to sign, you agree not to load software that has not been purchased for the system or has not been approved by the CIM. You agree not to copy or reproduce software, related documentation, or allow the software to be used simultaneously by another user unless specifically allowed by the license.

Also, you agree not to disable any security features, including virus protection software, that have been loaded on the computer.

Shareware and freeware software downloaded from the Internet is not

authorized to be loaded on government computers without written consent from the chief of Information Management.

If you need a non-standard application, you must submit a justification to the chief. It will be reviewed and if approved, the software can be purchased or downloaded.

Programs like Comet Cursor, Webshots, AOL or MSN Instant Messenger and Weather Bug are examples of unauthorized software. These applications can degrade the performance of your system dramatically.

Possible SWL Intranet Site

Customer Assistance is working on several projects, including developing an Intranet site that only SWL users can view. Due to security issues, some information cannot be posted to the SWL home page. But an Intranet page is a way of sharing information between offices.

Customer Assistance is also finalizing the process to allow at-home access to the SWL network for those who have DSL or cable connections.



Randy Prentice
Customer Assistance &
Applications Section

Helpful Tips

When you call the Help Desk, be sure you write down your help request ticket number. If you need to check the status of a request, this number allows us to quickly look up the ticket to let you know where it is in the queue. Be sure the technician has your correct phone and room number so we can contact you if we have further questions or let you know when problem has been resolved.

Corps history video among library additions

Modern Marvels Video Highlights the Corps

The library has added a new video that covers the history of the Army Corps of Engineers and includes comments from the USACE Office of History staff. "Army Corps Engineers" (UG23 .A75 2001) features Lt. Gen. Robert Flowers speaking about the current scope of Corps work and was produced by the History Channel.

New Building Code Volumes Added

The International Building Code series has been updated to the 2003 versions. This comprehensive code establishes "minimum regulations for building systems using prescriptive and performance-related provisions." The series includes "International Building Code" (TH420 .I57 2003), "International Fuel Gas Code" (TH420 .I5 .F8 2003), "International Mechanical Code" (TH420 .I5 .M4 2003), "International Plumbing Code" (TH420 .I5 .P4 2003), "International Energy Conservation Code" (TH420 .I5 .E5 2003), "International Private Sewage Code" (TH420 .I5 .P7 2003), and the "International Residential Code" (TH420 .I5 .R4 2003).



New Cost Guide Emphasizes "Green"

RS Mean's "Green Building: Project Planning and Cost Estimating" (TH435 .M42 .G7 2003) offers tips "green," or environmentally sensitive building. It discusses definition, materials and systems available, cost and methods to calculate energy savings and payback. The work covers new products and installed cost as well as eight case studies on the challenges and costs of green building projects.

Port Data Available

Published by the Navigation Data Center of the Corps' Institute of Water Resources, "Ports on the Arkansas, Red and Ouachita River Systems and the Missouri River" (HE554 .A7 .P685 2002) covers the 128 ports on the Arkansas and the 88 on the Missouri River. Facility descriptions include details of berthing

accommodations, petroleum and bulk handling, intermodal transfer, handling equipment, grain transfer facilities, grain elevators, fleeting areas, and other elements associated with port and waterway operations. The locations of the described facilities are depicted on two aerial photographic maps of the waterfront areas.

New Leadership Video

"Leadership and Self-Deception: the Hidden Key to Improving Results" (HD 57.7 .L43 2002) presents the idea that the number one obstacle to organizational effectiveness is self-deception. The video demonstrates through a dramatic re-enactment how this prevents leaders from seeing an obvious solution to a workplace problem. The program provides positive tips to change the outcome and includes a leader's guide, workbooks and a PowerPoint presentation. A companion book is also included.

Hot Web Site of the Month

www.consumerreports.org/main.home.jsp

Points on purchasing items or services

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 your request.

Comments and Family News submissions must be received by June 15 for publication in the next issue. Send your comments to valerie.d.buckingham@usace.army.mil or mail them to 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.

EIS

(Continued from page 1.)

"But if we raise the pool surface elevations, then flood heights would likely increase."

Where Phase I is attempting to make the system more reliable, Phase II is trying to make transporting of commodities on the system more economical, Carman said.

Section 102 (2) (c) of the National Environmental Policy Act of 1969 requires the preparation of an EIS to document, identify and evaluate both positive and negative environmental and socioeconomic impacts of the proposed changes to the system.

The Arkansas River Navigation Study was born when proponents of the system

asked if it could be made more reliable using different methods of regulating flows, thus allowing for more navigation days, Carman said.

Carman said a draft feasibility report and EIS on Phase I are scheduled for public comment in late summer with approval scheduled for spring, 2004.

The Corps will continue accepting written comments on the study until June 30.

Comments can be sent to:
U.S. Army Corps of Engineers Little Rock District
Attn: Johnn McLean (CESWL-PR-P)
P.O. Box 867
Little Rock, Ark. 72203-0867

E-Scholar offers students career opportunities

by Staff Sgt. Marcia Tiggs
ARNews

Information on more than \$570 million in internships, scholarships and grants can be found at a federal government Web site, thanks to an Army major.

Maj. Barry Williams, currently serving as a White House Fellow, created the "e-scholar" site to give people a wealth of information without having to spin their wheels with numerous search engines.

Williams, a former brigade operations officer in South Korea, began his stint as a White House Fellow in September. He was selected after competing against hundreds of other applicants and undergoing numerous of interviews. To date e-scholar has been his greatest contribution to the program, he said.

"This Web site is for America - students, parents, career professionals and those with disabilities," Williams said. "From age 16 on up, from all walks of life, we want to give people a taste of what the federal government has to offer."

E-scholar, which can be found at <http://www.studentjobs.gov/e-scholar.htm>,

went online March 28 and gets about 12,000 hits a day. Individuals can search for grants, internships, jobs and volunteer service by indicating what type of positions they're looking for, salary expectations and geographic preferences.

Other tools located at the site include "Create a Profile" and "Create a Resume." By entering a profile, individuals can be notified if what they are looking for is posted at a future date. Also, individuals can send their resumes out electronically.

This Web site is going to build on the partnership that the federal government is trying to establish with the community, Williams said. For instance, career professionals such as teachers can participate in internships and work with renowned scientists, lawyers or doctors who are working on current projects, he said. Then they can take that experience back to the classroom or laboratory, he added.

Williams, 36, pledges that the site will only improve. His year-long tour as a White House Fellow will be up in six months, but the federal Office of Personnel Management will continue to maintain the site.

"It launched with \$400 million in opportunities, and in three weeks we've added \$170 million more. So I'm sure that there are other programs out there that we haven't added to the site," Williams said. "We're also asking for input from our users to help us make the site better."

Long hours were put into creating the site, Williams said, to launch it before the summer. But according to the White House Fellow's application, work assignments for fellows are challenging, often require long hours and at times unglamorous duties.

With six months left as a fellow, Williams said he's looking for more challenging assignments during his current tour.

"There's not a day that goes by that I don't think about the Army and soldiers, but it's comforting knowing that I'm able to serve my nation in a different manner," said Williams, a 13-year veteran. "I don't know where my next assignment will be, but I'm looking forward to using the leadership management tools that I've gained at OPM in the military."

DEPARTMENT OF THE ARMY

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