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## United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, D.C. 20240

## TRANSMISSION NOTICE

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To:

Name:

*Katie McGinty*

Agency Phone Number:

From: A/S Staff Member:

*Susan Karlson*

Department of the Interior  
Assistant Secretary for Fish  
and Wildlife and Parks  
1849 "C" Street N. W.  
MS-MIB-3156  
Washington, D.C. 20240

Number of Pages to follow:

Date:

Time:

md 8/18  
*Mike Davis*  
*Pr/T. I don't*  
*think we need*  
*to weigh in*



## United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, D.C. 20240

August 5, 1994

NOTE

To: Jack Ward Thomas, FS  
Mike Dombeck, BLM  
Mollie Beattie, FWS  
John Lowe, FS  
Mike Spear, FWS  
Elaine Zielinski, BLM  
Chuck Clarke, EPA  
Will Stelle, NMFS  
Stanley Speaks, BIA  
Chuck Odegaard, NPS

From: George T. Frampton, Jr. *George T. Frampton*

Subject: Selection of Executive Director, Regional Ecosystem Office

As you are likely aware, we are drawing to a close in the selection process for the position of Executive Director, Regional Ecosystem Office (REO). The vacancy announcement closed and the applications of 19 qualified applicants were referred to a rating panel comprised of Joe Doddridge (my office), Jerome Butler (FWS), and John Lowe (FS). The panel members were readily able to identify seven highly qualified candidates for final consideration.

I will make the final selection decision in consultation with Jim Lyons, Bob Armstrong, and Tom Tuchmann. However, since the successful candidate will be reporting to the Regional Interagency Executive Committee and the REO will be so interactive with all of our agencies, I am particularly interested in involving all of you in the selection process. Attached are brief resumes for the seven candidates. I would very much appreciate your review and comments.

I will be out of town next week but would like to proceed with the selection as soon as possible upon my return. If I may have your thoughts--either by telephone or in writing--within 10 days, we will incorporate them into the selection decision. In my absence, feel free to discuss this matter with or provide your comments to my Confidential Assistant, Susan Kaslow. She may be reached on (202) 208-4945; fax: (202) 208-4684.

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Please keep in mind that this is part of the merit promotion process, and, as such, this information and these documents should be treated confidentially. Also, written comments will be made a part of the merit promotion file. If you have any questions or need additional information from the original employment applications, please call Joe Doddridge or Meredith Kimbro on (202) 208-3928.

I look forward to hearing from you.

#### Attachments

cc: Jim Lyons, AS/NRE  
Bob Armstrong, AS/LM  
Tom Tuchmann

Resume  
JOSEPH R. BLUM

Education

- Univ. of Santa Clara, (biology), B.S. 1963
- San Jose State College, (wildlife conservation/zoology), attended 1963-64.
- George Washington Univ., (wildlife conservation/zoology), attended 1975.
- Harvard, John F. Kennedy School of Government, 1989.  
(3 week State and Local Government Program)

Experience

|                 |                                                                                                                                       |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------|
| 08/92 - Present | Executive Director, \$106,500 PA<br>American Factory Trawler Association<br>Seattle, Washington                                       |
| 12/86 - 07/92   | Director, \$88,000 PA<br>Department of Fisheries<br>State of Washington<br>Olympia, Washington                                        |
| 1985 - 12/86    | Deputy Regional Director, GM-15<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Portland, Oregon                   |
| 1982 - 1985     | Assistant Regional Director-Environment,<br>GS-14<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Portland, Oregon |
| 1976 - 1982     | Area Manager (Washington and Oregon),<br>GS-14<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Portland, Oregon    |
| 06/73 - 11/74   | Chief, Division of Marine Mammals and<br>Endangered Species, GS-14<br>National Marine Fisheries Service<br>Silver Spring, Maryland    |
| 1965 - 1973     | Various positions<br>(field biologist, Chief of Habitat,<br>Deputy Commissioner)<br>Department of Fish and Game<br>State of Alaska    |

Resume  
HILDA DIAZ-SOLTERO

Education

- Vassar College, (geology), B.A. 1969.
- Univ. of Puerto Rico, (botany/ecology), Attended 1979-81.
- Univ. of Puerto Rico, (zoology/wildlife), M.S. 1991.

Experience

|                 |                                                                                                                                                                                                                                                                   |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 02/94 - Present | Deputy Assistant Regional Director -<br>Fisheries and Federal Aid, GS-14<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Fort Snelling, Minnesota                                                                                              |
| 11/90 - 02/94   | Deputy Assistant Regional Director -<br>Ecological Services, GM-14<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Fort Snelling, Minnesota<br><br>(4 month detail as Acting Co-Chair and<br>Member, National Biological Survey Task<br>Force) |
| 11/87 - 11/90   | Carribean Field Supervisor, GM-13<br>Carribean Field Office<br>U.S. Fish and Wildlife Service<br>Department of the Interior<br>Boqueron, Puerto Rico                                                                                                              |
| 01/87 - 10/87   | Director of Conservation, \$48,500 PA<br>Conservation International Foundation<br>Washington, D.C.                                                                                                                                                                |
| 09/86 - 01/87   | Director - Carribean, Ecuador, & Paraguay,<br>\$43,500 PA<br>The Nature Conservancy<br>Arlington, Virginia                                                                                                                                                        |
| 03/85 - 08/86   | Environmental Consultant, \$6,000 PM<br>Self-Employed<br>Hato Rey, Puerto Rico                                                                                                                                                                                    |

03/81 - 01/85

Secretary, Department of Natural  
Resources, \$40,000 PA  
Puerto Rico  
San Juan, Puerto Rico  
and  
President of the Boards of Directors,  
CODREMI and CODREMAR  
(2 public corporations within the  
government of Puerto Rico)

(10/81 - 12/84)

Chairperson, Board of Trustees, \$0  
Conservation Trust of Puerto Rico  
San Juan, Puerto Rico

06/80 - 03/81

Deputy Secretary, \$2,050 PM  
Department of Sports and Recreation  
Puerto Rico  
San Juan, Puerto Rico

Other

(Professional and Civic Organizations)

Audubon Society  
Captive Breeding Specialist Group, I.U.C.N.  
Conservation International Foundation  
Council of Women in State Government  
Friends of the Fairchild Tropical Garden  
Friends of the Univ. of P.R. Botanical Garden  
International Association of Fish & Wildlife Agencies  
International Society of Tropical Foresters  
National Wildlife Federation  
Minnesota Landscape Arboretum Foundation  
Phi Beta Kappa  
P.R. Conservation Foundation  
P.R. Horticultural Society  
P.R. Natural History Society  
P.R. Ornithological Society  
P.R. Water Resources Association  
Smithsonian Institution  
Society for Conservation Biology  
Society of Wetland Scientists  
The Nature Conservancy  
The Palm Society  
The P.R. Conservation Trust  
World Women in Defense of the Environment

Resume  
DAVID W. DAHL

Education

- Oregon State Univ., (forest management), B.S. 1962.
- Univ. of Oregon, (business admin.), Attended 1968-70.
- George Washington Univ., (management of natural resources), M.P.A. 1991
  
- National Defense University, Industrial College of the Armed Forces, (Executive Development Program for SES), Masters in Management of National Resources, 1990-91.

Experience

|                 |                                                                                                                                                                                                |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 03/92 - Present | Forest Supervisor, GM-15<br>Los Padres National Forest<br>Forest Service<br>Department of Agriculture<br>Goleta, California                                                                    |
| 08/91 - 3/92    | Legislative Specialist, GM-14<br>Forest Service<br>Department of Agriculture<br>Washington, D.C.                                                                                               |
| 08/90 - 03/91   | Executive Development Program Participant,<br>GM-14<br>(assigned to Industrial College of the<br>Armed Forces)<br>Forest Service<br>Department of Agriculture<br>Fort McNair, Washington, D.C. |
| 04/86 - 08/90   | Forest Supervisor, GM-14<br>Gila National Forest<br>Forest Service<br>Department of Agriculture<br>Albuquerque, New Mexico                                                                     |
| 04/81 - 04/86   | Deputy Forest Supervisor, GM-14<br>Wasatch-Cache National Forest<br>Forest Service<br>Department of Agriculture<br>Salt Lake City, Utah                                                        |

(Dates unspecified)

Staff Assistant to Director -  
Aviation and Fire Management  
Forest Service  
Department of Agriculture  
Washington, D.C.

(Dates unspecified)

District Forest Ranger  
Umatilla National Forest  
Forest Service  
Department of Agriculture  
Dale, Oregon

Other

- Member, Society of American Foresters

Resume  
DONALD R. KNOWLES

Education

- North Carolina State Univ., (economics), B.A. 1969
- North Carolina State Univ., (public admin.), MPA 1971.
- George Washington Univ., (water resources),  
Attended 1972-73.

Experience

|                  |                                                                                                                                                       |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12/89 to Present | Associate Deputy Secretary, ES-6<br>Department of the Interior<br>Washington, D.C.                                                                    |
| 01/89 to 11/89   | Lead Staff Member<br>Subcommittee on Transportation<br>Committee on Appropriations<br>United States Senate<br>Washington, D.C.                        |
| 01/81 to 12/88   | Staff Member<br>Subcommittee on Interior<br>Committee on Appropriations<br>United States Senate<br>Washington, D.C.                                   |
| (01/81 to 01/82) | LEGIS Fellow<br>Appropriations Committee<br>United States Senate<br>Washington, D.C.                                                                  |
| 07/75 to 01/82   | Budget and Program Analyst, GS-12/13/14<br>Office of Budget, Planning, and Evaluation<br>Department of Agriculture<br>Washington, D.C.                |
| 07/72 to 06/75   | Management Intern/Management Analyst,<br>GS-9/11/12<br>Office of Organization and Management<br>Systems<br>Department of Commerce<br>Washington, D.C. |
| 09/69 to 06/70   | High School Teacher, \$505 PM<br>Franklin County Schools<br>Louisburg, North Carolina                                                                 |

**Nancy Graybeal**

**Resume**

1. **Education:**

B.A. 1970 - Stanford University - History/Biology  
M.S. 1973 - Colorado State University - Forestry

2. **Work Experience:**

07/91 - present

Deputy Regional Forester  
GM-460-15  
U.S. Department of Agriculture  
Forest Service  
Regional Forester's Office  
Portland, Oregon

07/88 - 06/91

Deputy Forest Supervisor  
GM-460-14  
U.S. Department of Agriculture  
Forest Service  
Gifford Pinchot National Forest  
Vancouver, Washington

06/86 to 07/88

District Ranger  
GM-460-13  
U.S. Department of Agriculture  
Forest Service  
Sluslaw National Forest  
Corvallis, Oregon

11/83 - 06/86

Timber Planner  
GM-460-12  
U.S. Department of Agriculture  
Forest Service  
Sluslaw National Forest  
Corvallis, Oregon

11/80 - 11/83

Forest Planning Forester  
GS-460-11  
U.S. Department of Agriculture  
Forest Service  
Sluslaw National Forest  
Corvallis, Oregon

3. **Other:**

Society of American Foresters  
XI Sigma Pi, Sigma Xi, Gamma Sigma Delta Honorary Societies  
SAF Accreditation Team

**Henry "Dale" Hall****Resume****1. Education:**

B.S. 1974 - Cumberland College - Biology/Chemistry

M.S. 1979 - Louisiana State University - Fishery Biology

**2. Work Experience:**

01/91 - present

Assistant Regional Director - Ecological Services

GS-401-15

U.S. Department of the Interior

U.S. Fish and Wildlife Service

Portland, Oregon

11/87 - 01/91

Deputy Assistant Director - Fisheries

GM-401-15

U.S. Department of the Interior

U.S. Fish and Wildlife Service

Washington, D.C.

04/84 - 11/87

Supervisory Fish & Wildlife Biologist

GM-401-13

U.S. Department of the Interior

U.S. Fish and Wildlife Service

Houston, Texas

10/83 - 04/84

Assistant Field Supervisor

GS-401-12

U.S. Department of the Interior

U.S. Fish and Wildlife Service

Houston, Texas

08/82 - 10/83

Environmental Specialist

GS-401-12

U.S. Department of the Interior

U.S. Fish and Wildlife Service

Houston, Texas

**3. Other:**

American Fishcry Society

**John George VanDerwalker****Resume****1. Education:**

B.S. 1958 - Colorado State University - Zoology/Physical Sciences

**2. Work Experience:**

02/92 - present

Natural Resources Management Officer  
GM-401-14  
U.S. Department of State  
Bureau of Oceans and International Environmental and  
Scientific Affairs  
Washington, D.C.

10/80 - 01/92

Executive Director  
The Platte River Trust  
Grand Island, Nebraska

04/79 - 10/80

Team Leader - Western Energy Land Use Team  
GS-480-15  
U.S. Department of the Interior  
U.S. Fish and Wildlife Service  
Fort Collins, Colorado

08/78 - 04/79

Special Assistant to the Director  
GS-301-15  
U.S. Department of the Interior  
Bureau of Land Management  
Office of Coal Leasing, Planning & Coordination  
Washington, D.C.

02/76 - 08/78

Assistant Regional Director - Environment  
GS-480-14  
U.S. Department of the Interior  
U.S. Fish and Wildlife Service  
Denver, Colorado

11/74 - 02/76

Northern Great Plains Resources Program Manager  
GS 13 - 15  
U.S. Department of the Interior  
Assistant Secretary for Program Policy  
Washington, D.C.