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Demographic Trends Pose Challenges and Opportunities for Forestry

BY GARY BATLINER JR.

The retirement of the Baby Boomer generation will have implications to forestry that will provide both challenges and opportunities, including a chance for graduating forestry students to more rapidly advance into leadership positions. The Population Reference Bureau estimates that there are about 79 million Baby Boomers alive today. The Baby Boomers, comprised of individuals born between the years of 1944 and 1964, make up roughly 25% of the United States population. Those considered being part of Generation X, individuals born between the years 1964 and 1981, stand in line to fill both mid-management and upper-management positions, but there is a problem. Generation X is not large enough to fill all the positions that will be left vacant by the Baby Boomers, and Generation Y, individuals born between the years 1981 and 2000, lacks the experience to adequately replace key management positions.



It is estimated that Generation X contains about 51 million people. Sufficient attention has not been given to the issue that arises with such a large population gap between generations. Only hypotheses can be made about the implications this gap will have on businesses and the economy. Research is needed to fully grasp the impact that



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Stephen Fitzgerald leads a lab on unevenaged management near the Metolius Research Natural Area, Deschutes National Forest, to Central Oregon Community College students.

will be made and how to cope with the management transition, but some interesting trends within the general population, and within the forest sector, are worth noting. Most noteworthy is the fact that there are roughly 75 million eager individuals in Generation Y, also known as "Millennials," who may be on a fast-track for career advancement.

The AARP estimates that in March 2012 there were about 154 million people in the civilian labor force. Roughly 39 percent were Baby Boomers, while Generation X and the Millennials comprised 57 percent of the total labor force. This could set the stage for a competitive job market between the two generations. Two questions arise

from these demographic trends. How do companies prepare for the inevitable turnover in management, and how can Millennials better prepare and position themselves for quick career advancement?

Robert W. O'Hara, a business exit consultant for O'Hara and Company out of Chelmsford, MA, helps prepare business owners for their independence and plan for the continued success of their businesses. O'Hara says that Baby Boomer business owners may have to delay their retirement by a few years in order to mentor and train individuals to replace current management.

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Demographic Trends

(CONTINUED FROM FRONT PAGE)

The trend of working to a later age has already been seen with the loss of pensions and the Great Recession, which has eroded home values and retirement savings. Some companies may find it difficult to afford paying both the soon-to-be-retired and the hopeful Millennial looking to quickly advance his or her career. Employers' solutions may include using unpaid and low-pay internships, job-shadowing, continuing education, and technology to meet short-run labor needs.

In his March 2012 presentation at the 9th Biennial Conference on University Education in Natural Resources, Terry L. Sharik described trends in the natural resources programs of the National Association of University Forest Resource Programs (NAUFRP) institutions. Sharik, professor and dean of the School of Forest Resources and Environmental Science at Michigan Technological University, presented data that showed a 13%



PHOTO COURTESY OF RON BOLDENOW

Community college forest technology programs provide field experiences to students. Here students discuss tree marking in a lab on unevenaged management near the Metolius Research Natural Area, Deschutes National Forest.

decrease in enrollment in natural resources programs across all regions of the US between 1995 and 2005. Since 2005, however, there has been a steady increase in enrollment for all regions with the exception of the West, where enrollment has remained relatively flat.

The data showed that the median age for individuals within the labor force who had a traditional forestry degree was 51 years old, whereas the median age of laborers with a natural resource management degree was 40 years old, and the median age of laborers with an environmental science degree was just 34 years old. This is consistent with data that shows a shift in the types of degrees sought by students.

Since 1980, as the data shows, the proportion of students graduating with a traditional forestry degree has fallen from 48 percent to 15 percent. The proportion of students graduating with a degree in natural resource management has risen from 22 percent in 1980 to 37 percent as of 2009. A similar trend is seen with students graduating with degrees in fisheries and wildlife, the proportion of which has risen from 16 percent to 23 percent.

The shift occurred despite the fact that 90% of individuals (highest among the 15 disciplines of natural resources) with a traditional forestry degree are employed and earn an average of \$53,000 a year. Sharik suggests that data is needed on the supply and demand of people with forestry degrees. It is estimated that only 13% of those with forestry degrees that are employed work in their field of study. Most of them are miscellaneous managers, sales reps, firefighters, surveyors, and cartographers. Do graduates with forestry degrees choose to work in these fields, or are the jobs in their field just not out there?

One possible explanation, as described by Sharik, is the rise of specialization within the discipline of natural resource management. A hundred years ago foresters were seen as managers of forested land and this encompassed the traditional disciplines of rangelands, watersheds, wildlife, and recreation management. Specialization in each of these fields and others arose as knowledge grew and data became more robust and readily shared and accessed. Thus, foresters are increasingly seen as managers of extractive wood resources, while the other disciplines have deemphasized the manip-



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Next Issue: FIA in the PNW

ulation of forests to meet society's demand for wood resources while maintaining the integrity of the ecosystems that provide these resources. Nevertheless, the US Forest Service is increasingly hiring general biologists over foresters. The question remains to be answered as to whether this is due to a lack of quality forestry graduates or a desire on the part of the organization to increase its interdisciplinary expertise, or both. A survey being conducted by the Pinchot Institute of Conservation seeks to answer the question of why employers hire who they hire, but won't be available until late 2014.

As the population grows, so does the need to be able to manage and manipulate forests for both resource protection and use. As the Baby Boomers retire, a vast amount of knowledge and experience will leave with them. The Baby Boomers were the efficient workaholics who brought on such acts as the Clean Water Act and the Clean Air Act. Will the inexperienced, yet tenacious Generation Y be goal oriented enough to take the reins and steer the forest industry into the future? The question remains to be answered.

Across the nation, forestry programs are finding it difficult to retain their summer camps and field schools while equipment is becoming more sophisticated and technologically advanced. Even when students receive technical training, improvements arise so fast with new technology that new hires have to be trained to use the updated software. This makes it increasingly difficult to integrate technical skills into a curriculum. Enter integrated partnerships between educational institutions and private industry (e.g., cooperative education programs) as one possible strategy to fully educate and train forestry students to meet future demands of them in the workplace. However, there are trends in higher education that may constrain the flow of forestry graduates.

The University of Washington (UW) currently offers a Society of American Foresters (SAF) accredited professional forestry program at the Master's level and a non-accredited Bachelor's level forestry program in Sustainable Forest Management. The UW intends to apply for SAF accreditation of its baccalaureate degree options in Sustainable Forest



PHOTO COURTESY OF RON BOLDENOW

Students observe biomass forwarding by Melcher Logging near Camp Sherman, Deschutes National Forest.

Management and Natural Resource Management in 2016 when its Master of Forest Resources degree is scheduled for re-accreditation. The last undergraduates at Washington State University who graduated with a forest management degree were in 2011, although WSU has recently established a Forestry Restoration Task Force to determine what is needed to re-establish the degree.

Oregon State University has developed a Professional School model, effective this fall of 2013, that includes a field school, integrates forest management and forest operations students, and offers a cooperative education program. At the UW students may work as interns at Pack Forest or with an agency or private organization over the summer or during the school year.

Technician-level training is offered at community colleges such as Green River, Spokane, Central Oregon, and Mount Hood, all of which provide SAF-accredited forest technology programs.

In response to trends of educational institutions moving toward broader natural resource and environmental science degrees, the SAF seeks to strengthen the quality of graduating

students by accrediting natural resource programs. Sharik hopes that by accrediting interdisciplinary natural resource management programs, accreditation standards for forestry programs will be tightened. Nonetheless, we are facing some interesting times for forestry education and forestry job markets. How schools and businesses respond is yet to be determined. However, shifts in the demographics of current forestry professionals in private and public institutions may offer great opportunities for future graduates, especially if the Baby Boomer retirements create a shortfall in the supply of qualified forestry professionals. ♦

Gary Batliner Jr. graduated from Oregon State University with a degree in Forest Management in June and from Park University with a degree in Communication Arts: Journalism in 2008. His plans are to get a job managing public lands and use his writing skills to inspire an increasingly urbanized society to learn about and properly care for our nation's forests. He can be reached at 913-484-1782 or gbatliner@yahoo.com.

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A Stitch in Time

BY MIKE TUCKER

"Each generation imagines itself to be more intelligent than the one that went before it and wiser than the one that comes after it." —George Orwell

There was a time when I would have simply laughed and then dismissed the Orwell quote as nothing more than a mildly insightful witicism. However, somewhere near a third of the way through my career in forestry, watching now as "Boomers" file toward the exit and the "Millennials" find their way in the door, the quote resonates with me in a way that makes me believe there is profound instruction within Orwell's musing that deserves our attention.

Whether it's completely material or not, I have never been crazy about the labels assigned to the generations. No doubt my dislike stems from being a member of "Generation X," a generation whose name was coined to convey supposed nihilism and by clever design is the first generation with a name that doubles as an insult to its members.

Nevertheless, we cannot reject each generation's commonality of experi-



ence that gives rough-hew to its members' identities. Understanding, in a generational sense, where somebody has "come from" can be quite instructive: How many of you have a beloved family member who was/is part of the "Greatest Generation" and who opens each and every wrapped present slowly in order to preserve the wrapping paper? Obviously, surviving past hard times taught the value in even the smallest luxuries; pretty insightful.

Also, if you're a member of Generation X, I am willing to bet you know the melody to nearly every top 40 song made between 1957 and 1975 because your Boomer parents only ever listened to "Oldies" in the car. Of course it beats the grandparents who didn't listen to the radio at all! It's a fun example of the collective experiences that serve to bind a generation together. Does this example illuminate anything in particular about Generation X? Possibly. I might argue that it points to Gen Xers' adaptability: I can enjoy

nearly all genres of music and that says something in a rapidly changing popular culture. Again, think about the older Greatest Generation; on the whole they never much cared for the changes to music after the advent of Rock & Roll. Obviously there are individual examples to the contrary, but the overall point is having some basic knowledge of the things that define and delineate each generation that leads to understanding its individuals.

My grandparents were members of the Greatest Generation. As kids we spent vacations staying at their home. My grandpa was a logger and grandma had worked at a cannery but was retired by the time I remember staying with them. They were what I would term working middle class. While on vacation, meals were an experience enjoyed together. But as quick as the meal could be light and fun it could take a 180-degree turn toward one of us being on the hot-seat for not finishing what was put in front of us. My grandparents' identity and guiding principles were indelibly imprinted upon them as children growing up during the Great Depression and as young adults living and fighting in a world at war. They couldn't sit there and watch good food go to waste as a result of a child's fickle sense of taste. Life had taught them to be frugal and pragmatic and it served them well.

How interesting then that a defining characteristic of one generation is purposely abandoned by the next—which brings me back to my generation: Something I often heard growing up was, "Your father and I decided a long time ago that we weren't going to make you eat peas (for instance) like our parents made us." There are three generations of definite change encapsulated within that one sentence: The Greatest Generation took peas very seriously and demanded that their kids sit at the table until those peas were all eaten. The Baby Boomers never got over the time that they stood up to mom and dad and refused to eat the peas, resulting in a test of wills and cold peas eaten hours later. I and my Generation X peers could take or leave the peas, it was completely our choice. Some may see that as permissive, but looking back I definitely appreciated the chance to make up my own mind,



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though it may manifest as indecision a bit later in life.

I don't know much about the Millennials, but after writing this article I certainly think it incumbent upon me to do some research to enhance my understanding. Suffice it to say that Millennials have arrived on the scene with the youth and enthusiasm that one would expect of the average 20-something. Much has been made of their technological prowess and maybe over time that will prove well founded. At the very least, from what I've seen, they are very technologically comfortable; a fact that makes perfectly good sense as I consider my own early experiences with computers: The first machine I ever saw in person was delivered to my elementary school at an all school assembly in 1981. I was in the third grade then and to this day I have such a clear mental picture of the little Apple with its floppy disks and cryptic DOS commands. It was great enticement to get my work done so I could run downstairs to play "Oregon Trail."

A compelling argument can be made that I'm a part of the very first "tech" generation. Certainly most folks my age are quite comfortable with computers and the multitude of gadgets so prevalent today. That said, the Millennials' "third grade" experience would have occurred around say 2001, post widespread use of the Internet, cell phones, and digital media. Sitting in their third-grade classroom they were at the cusp of the advent of the tablet computer and the rise of social media. These all have huge implications on the way that they communicate and work.

So what of that Orwell quote I started with? I'm guessing when you read it you considered how true it was as it applied to YOU? And it is that very truth in human nature that presents the real problem with the retirement of today's Boomers or even tomorrow's Millennials: with each successive modern generation it seems the level of self-importance and entitlement increases beyond measure. We all know a handful of exceptions to this rule, but how many folks have you run across that ARE the rule? In any case, the relative ease with which we identify with the Orwell quote, the apparent limitless bounds of our outsized egos, the loss of respect for quiet humility—

these all represent impediments to the transfer of knowledge—a transfer of knowledge that we wish to execute as the biggest and fastest wave of retirements in modern history takes place.

Of course companies and organizations have and will lay plans for internships, job shadows, apprenticeships, probationary terms and the like in order to shorten the learning curve while teaching the job as quickly as possible and necessary. Unfortunately, the pace of turnover could well outstrip the ability to properly transfer important knowledge accumulated by a company's most senior employees. For the

most ambitious and optimistic 20-year-long wave of retirements, the pretense of ego will need to be checked at the door. If teacher and student take a little bit of time to get past the generational stereotypes by focusing on learning a few important generational details, then there is hope that we will get through this time of change and just maybe be better for it in the end. ♦

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The Generation of Baby Boomer Foresters

BY BILL LOVE

As children of the Greatest Generation, many baby boomers tuned in, turned on, and dropped out as we loved in for peace to each other and Mother Earth. Our parents had endured the double whammy of frugal times during the Great Depression and the

horrors of a world war. They vowed that their offspring would grow up under better conditions. In droves, many of them migrated to the suburbs to build new homes, schools, churches, playgrounds, and shopping malls. Some of us looked beyond the manicured subdivisions and saw a wildland that fascinated us with its mountains, lakes,

rivers, forests, and more forests. We became foresters. We, and most of us were boys, wanted our Boy Scout camp experience to continue for the rest of our lives.

Due to the circumstances they faced growing up many of our parents did not have the opportunity to attend college. But they admonished us to do so with the familiar lecture, "... get a good education, that's something that no one can take away from you." And we did. Forestry schools filled up and pumped out graduates eager to practice the doctrine of Gifford Pinchot.

Our charge: get out the cut and put out fires. Trained as experts, we either had the answers or would figure them out. But some point early in our careers the rules changed and caught us off guard. An array of federal and state environmental laws affected how forests would be managed. Even private forestlands came under a social license to practice forestry. We were no longer considered the wise meisters of the forests as teams of "...ologists" argued on behalf of their specialized disciplines.

Figuring that we would spend most of our time with boots on the ground, we found ourselves defending tried and true forestry practices in contentious meeting rooms. We were forced to adapt to a paradigm shift (now that's a phrase from the 1990s, isn't it?) that everyone had a voice in managing our forests and we had to listen to each one of them.

In response, professors coined phrases such as "new forestry" and "adaptive management" that our 1960s era silviculture textbooks failed to mention. Fire managers reluctantly allowed some fires to burn.

I suppose that every generation of foresters can look back and list technological advances that changed the way they did their job. Just think of how the internal combustion engine and the airplane, first introduced in the early 20th century, changed not only forestry but every other occupation as well. Bulldozers and skidders instead of horses, chainsaws instead of cross-cut saws, harvesters instead of chain saws, air patrol instead of look-



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PHOTOS COURTESY OF BILL LOVE

Same cedar stump, same forester, four decades later.

out towers, the list is endless.

For our generation, we can look back upon two gee-whiz advances—computers and GPS (Global Positioning System)—that leave us wondering how we ever did our jobs without them. Our employers issued us staff compasses and steel chains to start our careers and at retirement we are turning back electronic data recorders, laser measuring devices, and GPS units. Maps and aerial photos that once had to be protected with our lives are now reproduced with a click of the mouse.

Every advance with technology brings the assumption that the next generation automatically gets it. Even though many of us baby boomer foresters struggled learning computers and GPS at mid-career, we expect the newly hired forester to start their first day on the job with these skills already mastered.

Moreover, he or *she* had better know when to use a 10 basal area factor instead of a 40 for variable cruise plots, how to get a stuck core sample out of an increment borer, and how to fire up a chain saw to clear downfall from a logging road, as well as the other basic skills. Otherwise they will hear us gray-beards mumbling among ourselves, “These kids don’t know anything. Can’t blame them though. It’s the colleges’ fault. They don’t even have summer camp anymore. How are they supposed to learn the ropes?”

But you know what? In the last decade of my career, I’ve learned that if I show the new forester how to throw a chain, use a redi-mapper or some other almost-forgotten skill, they will respond to my yell and come running down the hall to fix the glitch on my computer.

In a profession in which a rotation of trees is generally longer than a

career, we are continually finishing what another forester started and starting what another forester will finish. And just as we baby boomers were mentored by the retiring generation ahead of us, it is incumbent that we do the same for the new foresters, now named Josh and Sara instead of Charley or Fred.

At last year’s national SAF convention in Spokane, I saw familiar faces that I had not seen in, some cases, several decades. While my appearance has not changed at all, I hardly recognized those old-timers whose career started the same time as mine. Typically the conversation began with, “Are you retired yet?”


I also remember a conversation with a group of young women that I dubbed the Berkeley Girls as they were students at California Berkeley. They sat next to me during one of the technical sessions. Afterwards, we discussed the presentations. I walked away being very impressed with their enthusiasm and grasp of the subject matter. Several decades separated us in age and they will certainly take a different career path than me. But during our brief time together, we were all foresters.

As baby boomers, we set out together to change the world, and for some of us, that meant the world’s forests as well. Our aching knees remind us that we left our footprints in the woods. I’ll leave it to the next couple generations of foresters to report on how we did. ♦

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Silviculture Research: The Intersection of Science and Art Across Generations

BY THERESA B. JAIN

A research silviculturist's work is firmly grounded in the scientific method to acquire knowledge on forest dynamics. They also integrate information from numerous sources to produce new knowledge not readily identified by single studies. Results and interpretation subsequently provide the scientific foundation for developing management decisions and strategies. The results from scientific investigations are documented in manuscripts, monographs, and reports. The art of silviculture is developed through talent, curiosity, and personal experience, and from a cross-generational connection between scientists; but it also contains a vision and passion toward understanding how forests grow and how to manage them to meet human needs. In the northern Rocky Mountains, the legacy of many generations guided the advancement of silviculture research, beginning with John Leiberger in 1899.

The ability to use experience gained from one generation passed on to the next drives silvicultural innovation. Similar to the way a doctor practices medicine, a silviculturist's artistic talent comes from years of practice. But practice alone does not train the artist.



Skills honed over time lead to developing a robust philosophy and appreciation of nuances. Skilled silviculturists must also foresee future applications and develop, create, and evaluate management strategies to address today's and tomorrow's management needs. To excel, it requires considerable creativity, leadership, and at times, a thick skin.

The skilled research silviculturist is persistently trying new things; testing strategies that at first appear out of context and at times seem out of place. The irregular selection system, adapted by me and Russ Graham for moist forests, has been shortsightedly called "touchy and feely" forestry; lacking quantitative underpinnings; being too difficult to implement; or not fitting within the accepted silvicultural terms. The irregular selection system, however, was the result of many attempts to practice regulated unevenaged silviculture in moist forests that continually failed to meet management objectives. Although I did not have the experience of implementing regulated

unevenaged systems, it was through Dr. Graham's experience (i.e., practice) combined with my research on western white pine growth across various openings that led to the innovative irregular selection system. This innovation would have been impossible without a generational connection between past and present.

In silviculture, the place where artistic knowledge is passed from generation to generation is in the forest. Russ Graham has often told the story of getting up at 4 a.m. on a rainy day to spend the morning with Chuck Wellner (research silviculturist, 1933-2001). As Chuck always said, "It's time to go out and watch the white pine grow." It was during these times that the experienced taught the novice. Chuck provided a vision and passion passed from John Leiberger, Julius Larson, Irvine Haig, Ken Davis, and Robert Weidman of silviculture that aided in Russ' own development and growth as a silviculturist. Russ learned to appreciate the complexity and the nuances of forest dynamics. These moments with Chuck gave Russ a unique connection that otherwise would have been missed or taken several more decades to attain.

My favorite and most valuable learning experiences were also in the forest. Many times Russ and I would sit and try to describe the circumstances that created the place where we sat; these discussions would last for hours. From these sessions, I learned the most critical time in forests is the regeneration and establishment phase (he who gets there first captures the site). I learned about the role of disturbance and how a series of small events at particular points in time influences a forest's ability to become established and develop. Through cross generational learning, I discovered the key forest attributes a silviculturist can manipulate to alter the trajectory of vegetation composition and growth. What Chuck passed on to Russ, Russ gave to me—the appreciation of what a forest is and all the complexity and incidental nuances it has to offer. The

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PHOTO COURTESY OF CHUCK WELLNER

A moment of mentoring Russ Graham at Deception Creek Experimental Forest by fellow scientists and leadership from the Intermountain Research Station. Left to right: Russ Graham, Thad Harington (assistant director), Marv Foiles (research silviculturist), Carter Gibbs (deputy director), and Roger Bay (director).

transfer of skills and practice from one generation to the next comes through direct interaction among the experienced and the novice in a forest setting. It cannot come from books, manuscripts, or symposia alone.

Currently, I am the last in the series

of Forest Service Research silviculturists in the northern Rocky Mountains, but I contain the knowledge of several generations carried from scientist to scientist. So often, research results focus on one dimension, but what makes research silviculture unique is

thinking multi-dimensional to infer beyond just from numbers alone, adding management relevance to the research (i.e., the “so what?”). The art of silviculture adds this multi-dimensional holistic view that enables me to learn so much more from a single study. My ability to integrate knowledge from the past—from Irvine Haig, Chuck Wellner, Russ Graham, and others—gives me the ability to build upon foundational knowledge so that I can contribute to the science and expand the relevance of silviculture. I would not have been able to advance my own research so significantly if it were not for these cross-generational interactions so important to the forestry profession. I only hope that I will have the opportunity to pass the art of this science to the next generation. ♦

Theresa B. Jain is a research forester with the Rocky Mountain Research Station in Moscow, Idaho. She can be reached at 208-883-2331 or tjain@fs.fed.us.



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A Lifetime of Learning

BY BOB DICK

The room was full of associates with whom I spent a career, there to say “Goodbye” as I transitioned to “retired” status. Maybe a few were there to make sure I really was going away. How could 36 years go so fast? Now I’m tasked with passing along some lessons to those who follow in my footsteps. Fair enough; I learned from some great leaders. Maybe I have something worthy for a younger generation.

Wisdom does not arrive pain-free. One of the first big decisions I made was really bad. I was charged early in my career to commercially thin a large tract of Douglas-fir previously managed by a forester who harvested for value and little else. The results showed.

I did a masterful job of thinning the stand and wrote a memo documenting how I brought the stand from the edge of disaster to a showplace. Which I did. I completely forgot, however, the human aspect. My zealous approach made the previous manager’s work look bad. He was a decent man, a good pro-



fessional, and someone I’ve come to admire. I’ve never forgotten how I hurt this man. And he knew something I didn’t. Not long after I went on to other challenges, the property was sold to developers.

Most things happen for a reason, whether we know it or not.

Sometimes you learn from others’ mistakes. I had an acquaintance who built an excellent forestry program for his bosses. Along the way he got into log buying, which included the usual amount of horse-trading and walking toward that line you do not want to cross. He was a blunt, outspoken guy, with a big stogie shoved in his mouth. In spite of the bravado, he was a good man with a big heart.

Unfortunately, he crossed the line and did some things for which the Feds took a dim view. He went to prison, and lost his family and career. He wasn’t the only one punished; others suddenly retired or were shipped to god-forsaken corners of the US. This man, however, paid the ultimate price. I saw him several years later, a broken, lonely alcoholic who died far too young.

Your reputation is worth more than any deal. Integrity is more than a word. It is everything.

Sometimes the price paid to accomplish a goal includes more than you might expect. In an incident that seems quaint today, our office had a heavy, cumbersome easel disliked by all who used it. Unfortunately, the office comptroller didn’t have to use it, but she controlled the money hose with an iron fist. I finally purchased—on the company account—a new, light, easy-to-use easel. I was a hero to the office staff but the comptroller was not amused.

The big boss called me into his office for what I suspected would be a royal fanny chewing. He shut the door, looked at me with something between a stern look and silly grin and gave me a short speech about my transgression. His heart wasn’t really in it, I could tell, and he ended the sermon by saying, “I’m glad someone finally had the nerve to get rid of that piece of junk...”

Sometimes you price in a butt-chewing to reach a greater goal. Where do you draw the line? That’s called judgment. And sometimes the real power is held by someone other than the person in charge.

The computer is indispensable in today’s world. So is the technology that goes with it: LiDAR, modeling, maps, mountains of data, spread-sheets, and the like. There are, however, two lessons we’ve largely forgotten: (1) people make the world go round, not computers; and (2) there is absolutely no substitute for seeing it yourself.

My fire manager was the best in the business. He thought like a fire. He could pre-position fire toys by looking at topography and weather maps, then say the fire would do “X.” And it did X. He was amazing. Unfortunately, he spent his life running fires and fire staff from behind the computer. I finally dynamited him away from the screen and we took a tour of interior (actually a small part of) Alaska. We talked and listened to his people; we went to the field and looked at what they faced. He knew what they were going to say before they said it, but that missed the point. They needed him to validate what they faced and they needed him to do it in person. Not by email and not over the phone.

People should run the world, not computers.

The computer is only as good as what we put in it. Too often what we



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receive back is a guess based on others' best guesses. That's called modeling. It is considered old-fashioned today, but I trust the Mark I eyeball more than I do a computer screen or printout when my reputation is on the line. I want to know what is there; I want to see, touch, and feel what is there. That personal knowledge never has failed me.

There is no substitute for firsthand knowledge or actual data.

The last, most important lesson is simple: shut up and listen. Nearly every jam I created for myself was caused by not listening—not listening to what others were saying; not listening to the inner voice warning me to listen. I learned over time but I caused myself unnecessary grief by talking when I should've been listening.

To close on a philosophical note, Native Americans revere their elders, those people who have done it all and watched others do the same. Our culture, conversely, is youth and technology based. We've forgotten the lessons of the people who were here first, people who survived by being really smart about life. There are many benefits to being young, but being wise is not one of them. If I had had the wisdom at age 30 that I have today, the next 38 years would have been a lot easier! Maybe those old-timers really have something to say... ♦

Bob Dick is a 38-year SAF member, elected Fellow in 2001. He was employed at retirement by American Forest Resource Council, served as Alaska State Forester, and held several industry association and forest industry positions throughout his career. He can be reached at 360-427-5084 or mrdickjr@gmail.com.

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Time to Fill the Empty Desks

BY ROBIN TUCKER

As I sit here thinking of what to write about the looming retirements of many people in our business, including my own, I think back many years when I began the first grade and entered a classroom that didn't have enough desks for all of the students that arrived eager to start school. Today the opposite is true across our profession, lots of empty or soon-to-be-empty desks, but are there enough folks to fill them?



It has been apparent to many managers across most segments of forestry that this day was coming. In my company we have been discussing succession planning for a number of years. However, the reality is that the recent economic downturn slowed the process of both retirements and replacement, but today that has changed 180 degrees.

Those foresters in mid-career are a very sought after and valuable commodity, and those just starting out are having the easiest time in years finding their first job.

I am happy to report that, although the pool seems shallow on recruits, it is definitely not shallow on talent; and although the pool may appear shallow on experience, it is not. It is just a different type of experience.

Those of us on the way out have learned to use computers and all the associated devices and technologies as adults. Our replacements are light years ahead of us in that regard and can adapt to change much quicker.

The people we are attracting to the industry reflect the changes in our

society; there are more diverse backgrounds and experiences than we've seen in the past. This is a good change, because forestry needs to reflect society and attract high-quality individuals.

Because of the poor economy, the number of people entering our business is down, but those that do enter are enthusiastic, they want to be here. That enthusiasm, coupled with good technology skills and different life experiences, is a powerful combination and bodes well for forestry.

But what about job experience? Well, experience is something you don't get without living through it. Not many 20 or even 30 somethings have 20 years of experience. Although we didn't hire replacements for all our potential retirees during the recession, we did continue to hire and we developed a good pattern of mentoring and coaching. We fast track our new people as much as possible. We take them along, show them what we want done, let them go do it, get back together, and discuss what went right and where to improve. Do they make mistakes? Sure they do, but they learn from them, move on, and gain...what do you know...experience.

So, what do I see from here for forestry and all the associated businesses and agencies? I see all those empty desks being filled with people that are enthusiastic, talented, and gaining experience every day. It takes a lot more work today to find those people, but they are available. ♦

Robin Tucker is an area manager for Wood and Fiber Supply, Georgia-Pacific West, LLC in Philomath, Ore. He can be reached at 541-968-3291 or rctucker@gapac.com.



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Reflections of a Forester

BY TOM HANSON

Forestry seems to have become more of a young person's game as time goes on. This from a member of the baby boomer generation that has watched the profession evolve from old-growth timber harvesting to third-growth management. The profession has and will continue to change—buzzwords like “rebranding,” “acceptance,” and “accountability” are at the forefront. Foresters are less “Jacks of all trades” and more Jacks and Jills with specialties linked to the grand world of forest resource management. The following story reflects my experience with this evolution.

All I ever wanted to be was a forester. I came from way up the north fork of the Nooksack, got my studies in at the UW College of Forest Resources, and hit the woods running with International Forestry Consultants, Inc. Over the course of a 42-year (so far) career I found the term “forester” to be defined in many different ways. Or maybe the term today simply doesn't fit the spectrum of knowledge needed to manage and produce the



products and services provided by the woods any more. Either way, somebody has to wear all the hats required to do those jobs in our ever changing and complex natural resources world; today, there are more hat wearers than in the 1970s.

Over the course of my career I did a few things right. I listened to the old guys, I diversified my experiences, I continued my education in the woods and classrooms, and most importantly, I hired the right people. In the consulting business one has to stay nimble—adaptable to client's needs, attuned to new technologies, and aware of rules and regulations. In a diversified profession, this is a tough thing to do.

My consulting business stayed small for the first 30 years—a “boutique” company specializing in forest management of non-resident owned property, appraising unique properties, and serving urban tree owners as well. A turning point came in the mid-1990s when I realized that I was having way too much fun, but couldn't keep up. My varied interest in all things trees meant that I was spread too thin, thus the decision to expand and hire others with a mix of interests as well. The hiring began and we ended up one of the larger forest consulting companies in the northwest. This is how I prepared for the present and

future. The diverse nature of the business, its mix of expertise, and the full spectrum of the ages of the people I hired caught the attention of American Forest Management, Inc. (AFM), which led to a merger—we are now part of a national company, one of the largest forest managers in America.

The AFM northwest office is uniquely positioned to continue in the ever-changing world of forestry as this profession has become and will continue to evolve. My retirement (don't get your hopes up) and of those that follow won't materially affect the flow of business because not only do we older folks in the company mentor, we listen to the younger people and guide and encourage their success. The trick is to enjoy the process and understand the specialized expertise needed in today's forestry world. As for other consultants, I don't know—we're a reticent bunch and I don't know if my path is similar or much different from others. I do know that my company's diversification and open-minded attitude got us through the past years in good shape.

For the future, forestry consulting is bright. The increasingly diverse nature of ownership, fragmentation if you will, and different goals of new forest owners will require a nimble can-do attitude that will call on the more diverse consultants to manage with specialized personnel.

Do I think that the retirement of the baby boomers will lead to a vacuum of knowledge? I think not. It's just that the younger generations will find knowledge packaged differently. Yes, it is sad that the new forester can't throw a chain. I'm not sad that I can't run an electronic field data recorder either! I would be sad if the generations don't appreciate the changes that have come or will come and respect the challenges of each.

So for me, being a forester was and continues to be an evolution. Being open to the changing times, while staying grounded in the woods, got me through a terrific career. ♦

Tom Hanson, CF, is director of Client Services and vice president of AFM Land Sales for American Forest Management in Kirkland, Wash. He can be reached at 425-820-3420 or tom.hanson@amforem.biz.



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Baby Boomers—A Forester's Advice

BY CHARLIE SINK

What advice can we give to a group of young foresters that they do not already know? The issues that we Baby Boomers faced ranged from diversity that included gender equality and racial acceptance that has occurred to the level that most young people now think diversity is normal. Young people are fully integrated with technology. Young people know how to work in collaborative groups even if it is through constant texting or Twitter as they hold virtual conversations. Information access is constantly at their fingertips and their ability to absorb short bits of information from diverse sources makes us old timers dizzy. Our lifelong endeavors will not be their endeavors, they will have their own. What can an old Baby Boomer forester give advice about?

If we are talking about Baby Boomers, let us examine some of the promises we swore to uphold to change the world for the better. We did deal with civil rights, gender issues, and the environment, helped influence the end of a conflict and tried to embrace the inclusion of the people of the world. It was our sense of fairness that drove the way we were to change the world. We challenged what we called the establishment, the world order of power and economic balances seeking to find a better way for man to live around the world and not just our backyard. Now we are the establishment and what we did change is subject for much debate. Like earlier generations before us, we understand the coming generations with about as much insight as the older generations had about us. What insights we have come from our personal backgrounds and our generational development. Therefore, I will provide some advice based from my world view from my backyard.

Although I am the current chair of the Alaska Society of American Foresters, I work for an Alaska Native Tribal consortium. Working for Alaska Natives we have found that racial acceptance is still not complete. We still need to work on our national atti-

tudes, state-level attitudes, and personal-level attitudes to let people be people without their racial or gender orientation influence how we think about each person or group. We are also observing Alaska Native people in transition from a subsistence economy to a westernized economy where an existing generation of elders who grew up in fish camps learning the ways of hunting, fishing, and gathering are watching their great grandchildren stay indoors mastering video games.

Alaska, because of the Alaska Native Claims Settlement Act of 1971 (ANCSA), is predominately owned by the federal (approximately 63%) and state governments (about 25%). Alaska Native landowners aggregate approximately 12% landownership, while the remaining private landowners retain approximately 1% of Alaska's land base. This dichotomy of ownership in Alaska brings in a diversity of viewpoints. The national agencies try to implement their land management view from a national level, as many states are aware. The State of Alaska has their viewpoint and sometimes are at odds with ANCSA and the Alaska National Interest Lands Conservation Act passed in 1980 (ANILCA). Both of

these acts provide for subsistence resource use by the Alaska Native people and other uses that sometimes conflict with the general public's use and desired use of federal lands. The public has issues with Alaska Native lands being private lands and are unaware that the Alaska Natives quit-claimed their rights to land ownership of most of Alaska to the federal government in 1971 under ANCSA and not by the acquisition of Alaska from Russia to the United States in 1867.

Land management conflicts will continue to be an issue in Alaska and throughout the world. Land and forest management down to the local level will face the new issues of water rights, among many other resource limitation issues, that in the United States have become critical in the southwest and are proliferating across the country. Resource utilization groups as well as conservation groups are grabbing water rights as if it were a new Oklahoma Land Rush with very serious consequences for everyone involved. Unaware indigenous and other groups will be left out of these resource control requisition frenzies that are occurring. As population and

(CONTINUED ON PAGE 15)

Your Vote Counts

The SAF National Office will be sending electronic election ballots to all members on October 1, so watch your inbox. Every vote counts, so please take the time to review the material provided and cast your vote. Members who do not have an email on file with SAF will receive a paper ballot.

At the national level, we will all be voting for candidates for vice president in 2014, leading to president in 2015. The excellent slate of candidates includes Bob Alverts from the Oregon SAF and Sharon Friedman from Colorado-Wyoming SAF. Statements of candidacy and biographical information on both candidates will be provided in the ballot package and also in *The Forestry Source*. In 2014, Dave Walters will take the reins from Joanne Cox as president.

Oregon members will also be voting on a new council representative to replace Bob Alverts for the term of 2014-2016. Information on candidates Ed Shepard and Ron Boldenow can be found in the August issue of *The Forestry Source* and will also appear in your ballot package.

Also included in the ballot for Oregon, Washington State, and Inland Empire members will be state elections. In Oregon, a delegate-at-large position will also be voted on. Both Oregon and Washington State will be voting on several position statements.

Read the material, give the candidates a call if you need additional information, and make your informed vote. Ballots, both electronic and paper, are due back to national no later than November 1.

The “Next Generation” Views Forest Management Through Different Eyes

BY MICKEY BELLMAN

Editor's note: This article is reprinted with permission from the Fall 2010 issue of Northwest Woodlands, a publication for family forest owners in the Northwest. Freelance writer and consulting forester Mickey Bellman interviewed six “Next Generation” land-owners (the kids and grandkids, not the parents) ranging from involved to not involved in the family forest to get a sense of their views of the family property and legacy. What follows is Mickey's impressions based on what he heard the next generation telling him.

Was it just 40 years ago when men first walked on the moon? Was it just 50 years ago when Norman Rockwell celebrated small towns and rural America in his paintings? Was it just today when I can teleconference with someone in the outback of China?

Welcome to the 21st century. In the past 100 years rural America and its agrarian way of life has been computerized. Where homesteads and family farms once flourished, the “Next Generation” has been inundated with the world and all its offerings. So much to see, so much to do, so few ties to the family tree farm.

Change is in the wind as social breezes nudge the management of family tree farms. The Next Generation of managers has things on their minds besides board feet and dollars.

Via the internet the entire world has arrived to lure future managers away from the family tree farm. Many heirs are being seduced by the call of the urban lifestyle and the computers that open the world to them. All of my interviews with the Next Generation have a common undertone: They are loyal to the “home place” and wish to preserve it, but producing logs and generating revenue is secondary. “I’ll



sell the other pieces of property when the price is right, but not where I grew up. I am not willing to spend weeks of effort and sweat to grow more trees. I want a refuge where I picnicked, caught my first trout, helped Dad plant trees. Income is secondary.”

The siblings of the next generation want it easy and simple. Two sisters simply want to be cashed out while brother wants to manage the tree farm. Or the sisters want an annual check to be magically generated by the tree farm without investing time and effort. Or all the siblings simply want the estate to be divided evenly. Or...

The scenarios are unique to each family. Previous generations have invested huge amounts of time, sweat and money to create a family dynasty of timber. From 70 acres to 700 acres these tree farms have been planted, pruned, sprayed, thinned and cultured to improve volume and value. Always, Mom and Dad planned to pass their legacy to the children, but reality has reared its ugly head. The government wants inheritance taxes that often forces sale of timber and land. Children have moved away to the city to lucrative jobs and to raise a family. Despite the best advice of lawyers and accountants, despite all the seminars and books about estate planning, there is an innate fear that family confrontations and divisions will arise when future management is addressed. There is no “one-size-fits-all” plan to smooth the transition, and everyone wants to delay the inevitable as long as possible.

In part the inheritance tax laws are to blame. As Mom and Dad pass on,



PHOTO COURTESY OF DENNIS WOLVERTON

Whether looking for wildlife or identifying plant species, taking the entire family for a walk in the forest can build interest in the family property and be a fun time for all.

the government presents a huge tax bill that many heirs cannot pay without dividing the property and selling off pieces of land and timber. Decades of intensive management are lost. A legacy of sweat equity is suddenly reduced to stumps. There is little incentive to continue the family dynasty.

Tree farm management has always been about multiple uses. While trees grow to harvest size, there is wildlife to watch, hunt and catch. There is clean water in the streams and quiet picnics. Long walks in the forest produce tranquility and peace. And so on. It seems the Next Generation prioritizes these intangible uses more than the dollars and cents. A recreational refuge and conservation easement may be the future goal for some tree farms.

There is a glimmer of hope that may someday soften the reality of dollars and board feet. Global warm-

ing and the rush to embrace carbon credits is in its infancy. A slowly evolving market allows businesses to purchase the right to watch the trees grow and capture carbon dioxide from the air. The Next Generation may someday have their home place refuge and be paid to simply grow trees without harvesting.

This social shift is not a "bad" thing, but it is a monumental change in direction. Where five generations once struggled to own their first radio or John Deere tractor, the Next Generation internets with people half a world away. Where Dad's once-planted trees to harvest in retirement, the Next Generation is content simply to look at and enjoy the trees. Our agrarian-based society has shifted toward urban-based where services are more important than commodities. No longer are families limited to a 25-mile radius around the home place; computers and high-speed travel offer instant access to an entire world of possibilities.

Certainly, there are many families where the Next Generation eagerly awaits the opportunity to manage the land. Many sons and daughters are arming themselves with seminars and classes as they prepare themselves to be good tree farm stewards. Besides the forestry courses such as silviculture, soils and dendrology, there are business and accounting courses to sharpen their skills.

With the division of the tree farm comes another unfortunate reality. A large tree farm might support a single family unit, just as it did when Mom and Dad worked the place. That tree farm was an independent, sustainable unit. One young heir with whom I spoke is wildly enthusiastic about returning to school and earn his forestry degree for future management. In fact, he also recognizes a smaller tree farm would never completely support him and his future family. He would still need outside employment to supplement his income. With plenty of sweat and hard work, he may some day create a large, independent tree farm that will face the same dilemma: how to pass it on intact to his own descendants.

The world has changed and continues to change. It's not a lot differ-

ent when an old song once lamented, "How you gonna keep them down on the farm..." The Next Generation embraces a more passive role in future tree farm management. Not bad. Not good. Just different. ♦

Mickey Bellman is a private forestry consultant and timber cruiser working throughout Oregon and Washington. He lives in Salem with his wife, two golden retrievers and 3,500 Christmas trees. He can be reached at 503-362-0842 or bellman9647@msn.com.

Forester's Advice

(CONTINUED FROM PAGE 13)

resource needs increase, this trend of being left out will continue to occur. Let us be aware of policy development trends at the national, state, and local levels. Let us be aware of what implications are brought by such changes by asking who would be served by such policy changes in the future.

Alaska Native culture is about inclusion. To be excluded in historic times was akin to a death sentence. These cultures would allow one to integrate into their society if one chose to do so by finding a mentor to teach them and whose teachers would usually be an uncle or an aunt. It was their succession plan and a lesson for the rest of us. One of the problems with the Baby Boomers being a larger cohort group than the ones who have come before or after us is that we occupy many of the overhead positions. We have not prepared well for succession. In my experience working with the Alaska Geographic Coordinating Group who deals with fire policy development among agencies and landowners in Alaska, we can see the gap between those highly trained in key overhead positions and those who have experience but not to the level that is desired or required that are to succeed them. The agencies are working nationwide to close the experience and knowledge gap. It is the same with foresters, except the demographics are not only changing, the way the forests will be used in the future is changing.

We have seen foresters taking a turn from being the lead land management occupation group to an ancillary one. We were unaware and perhaps even somewhat arrogant about the changing demographics or

where the complexity of land and forest management was going. We went from what could be characterized as a forest management generalist to a forest specialist to a natural resource generalist. The change almost looks like an exercise in semantics yet the use and needs of forests and land changed. Are we going to maintain the forests for carbon dioxide sinks or use them for energy, or can both uses be compatible? How hard are we going to hang on to preserve untouched landscapes in the face of population growth and the now associated increase in worldwide prosperity? Regardless of man's use of energy and carbon dioxide release into the atmosphere, the world is warming. The generations that succeed us will have their struggles dealing with what forest and land management issues will arise from a warming planet and the continued stress of the needs of man.

Nobody is future proof as the "bow and the wave don't wait for each other." Companies will come and go and like many an entrepreneur has experienced, so will fortune. Forestry will continue to be a needed profession as will the diversity of other bio-based professions. These professions will become more critical to man as we seek to preserve humanity. We do need the younger generations to step up and show interest though. For us Baby Boomers, in our remaining years, we need to go out of way to pass on what knowledge we have even if we have a communication problem with these younger generations. ♦

Charlie Sink is chair of the Alaska SAF and Enterprise and Trust Division director, Chugachmiut, in Anchorage, Alaska. He can be reached at 907-562-4155 or charlie@chugachmiut.org.

SAF Council Update: Changes Underway at National Office

BY JOHN WALKOWIAK,
BOB ALVERTS, AND
JOHNNY HODGES

With Michael Goergen's announcement to leave SAF in mid-September and take a new job with the US Endowment for Forestry and Communities, President Joann Cox and the SAF Council have initiated the process of finding a new SAF executive vice-president (EVP). The Council Executive Committee has approved SAF Director of Field Services Louise Murgia to serve as interim EVP, effective Sept. 16. After discussion with President Cox, Louise has agreed to serve in that role until a new EVP is hired. We are pleased to have someone with Louise's skills and experience to fill the interim position. In addition, SAF Assistant Director of Forest Policy John Barnwell will take on additional external contact responsibilities with major organizations such as NAUFRP and AF&PA to support Louise. Collectively Louise and John are working with Michael on a transition plan.

In addition, the Council has approved formation of a search committee, to be chaired by Past-President Roger Dziengeleski, which has been formed to seek out quality candidates and manage the process. Other Search Committee members include: Ann Forest Burns from American Forest Resource Council in Portland, Ore.; Dave Lewis, current Council member and forestry consultant from the southeast; Bill Sweeney, early career/student representative from the University of Idaho; Steve Koehn, Maryland state forester; and Carlin Starrs, SAF staffer. The Search Committee is charged to have names of the top three candidates sent to the SAF Council prior to December 31, 2013. A final decision by the SAF Council and president is expected in early 2014.

The Council is also discussing with Michael some key tasks where he may continue helping SAF under a contractual arrangement after his departure as EVP. This work might include

such actions as coordinating the remaining work regarding the SAF headquarters property sale.

All SAF members appreciate the quality leadership and work that Michael helped SAF accomplish over the past decade, and we all wish him well as he enters the next phase of his career. Michael has indicated he intends to remain an active SAF member and participate in SAF activities.

SAF and the Council will keep members informed of progress in the search for a new EVP, including *The Forestry Source*, and we all need to support Louise in her new role as interim SAF executive vice-president. If you know of quality candidates for the EVP position, please forward their names to President Cox or your Council representative.

The second payment of \$1.5 million from the sale of the headquarters property was received in May. The Finance Committee is currently reviewing investment options for SAF's future. But Council also realizes that SAF has to invest in member services such as responding to numerous concerns on the complexities and difficulties of using the SAF website. Council agreed to a \$250,000 capital investment from the second property sale payment for technological updates to improve and streamline our business practices. This endeavor was carefully evaluated by staff and the Finance Committee over the past several months and will fix back-end integration technology to improve member services such as online membership renewals and convention registration, provide for a redesign of the website to make it a more functional and useful tool, and improve database function. This work is being done in three phases with the website redesign expected to be completed by December 31.

SAF staff does a wonderful job for us, often behind the scenes in the complex and stressful world of Washington, DC. Staff pay has been restricted and no salary increases were received in 2013. Council wants to retain quality staff and voted to



Left to right: Council representatives John Walkowiak, Johnny Hodges, and Bob Alverts.

appropriate \$15,000 for one-time staff bonuses based on performance.

The Founders Circle, established last year, strives to increase member investment in SAF by asking members to donate \$1,900 over a four-year period. To date, over \$72,000 has been raised mainly by word of mouth, and now an active outreach effort to identify and invite additional donors has been kicked off.

Remember to register for the National Convention slated for October 23-27 in North Charleston, SC. This year's theme is "Silviculture Matters" and will address how we will manage our forests with today's ever-increasing public scrutiny. To register go to www.safconvention.org.

Finally, please remember to review candidate information for SAF vice-president, Council member in District 2, and many other important positions outlined in the September *Source*. If you wish to get more involved in helping SAF charter its future, there are numerous national committee positions available, check the August edition of *The Forestry Source* or contact your District Council representative for more information. ♦

This Council report is a joint effort between SAF District 1 Council Representative John Walkowiak (253-320-5064; jewalkowiak@harbor-net.com); District 2 SAF Council Representative Bob Alverts (503-639-0405; balverts@teleport.com); and District 4 Council Representative Johnny Hodges (970-218-3394; jah.16@live.com).

Nielson Named Foundation Scholarship Winner

The trustees of the Oregon SAF Foundation are pleased to announce the selection of Erik James Neilson as the recipient of the 2013-14 foundation scholarship. The \$7,500 scholarship is the only scholarship being awarded by the foundation for the 2013-14 school years.



Neilson, 27, will be a senior majoring in forest engineering at Oregon State University. He is a 2004 graduate of Astoria High School. After high school he attended college for several years before entering the workforce in the field of civil construction. This included working on post-Hurricane Katrina reconstruction projects in Louisiana, and later in northwest Oregon working highway, bridge, forest roads, and wildlife restoration projects.

In 2011 he enrolled at OSU in the forest engineering program because it was a good match for his civil construction background and love of the outdoors. Erik has also added a minor in business and entrepreneurship. He is currently a member of the Forestry Club, National Forestry Honor Society, and OSU SAF Student Chapter. He is interested in a career that allows him to do design and engineering work possibly in the emerging areas of biomass energy and small wood harvesting systems.

The OSAF Foundation was established in 1985. The major goal of the foundation is to fund scholarship(s) for outstanding students in SAF-accredited programs at Oregon universities. For more information about the Foundation and how you can contribute, visit www.forestry.org or contact the Northwest Office at 503-224-8046. ♦

Coos Chapter Awards Two Scholarships

Kristina Hossley and Chet Miller, two Oregon State University students from Coos and Douglas counties, were awarded C. Wylie Smith III Memorial scholarships. Kristina Hossley is a graduate from North Bend High School and Chet Miller graduated from Sutherlin High School.

The C. Wylie Smith III Memorial Scholarship was established in 1973 in memory of C. Wylie Smith III, who lost his life in an industrial accident at the age of 29. He was the son of C. Wylie Smith II, one of the founders of Coos Head Lumber Company, which had milling operations in Coos Bay, Ore. He was a 1966 Oregon State University graduate from the College of Forestry in forest engineering.

The scholarship fund is administered by the Oregon State University Foundation and recipients are chosen by the SAF Coos Chapter. Recipients must be full-time undergraduate students enrolled in the College of Forestry with majors in forest engineering, forest management, or wood science and engineering. First preference is given to students from Coos, Curry, or Douglas counties. Selection is based on proven scholarship performance, potential for success in the profession, and financial need.

For more information, contact Shaun Harkins at 541-267-1855 or shaun.harkins@plumcreek.com. ♦

NEW GOLDEN MEMBERS

Jim Rombach

Portland Chapter member Jim Rombach received his 50-year Golden member certificate at a recent Portland Chapter meeting.

Jim, an involved chapter member, spent his career at Weyerhaeuser Company, retiring as director of Forestry for Western Timberlands in 1998. Of particular note was his leadership and involvement in all aspects of the Mount St. Helens' volcanic disaster and Weyerhaeuser's successful recovery and reforestation of the area.



PHOTO COURTESY OF BOB TOKARCZYK

Guy Francy

Guy Francy was recently presented with his 50-year golden membership certificate. Presenting the certificate at Guy's home in La Grande were Blue Mountain Chapter Co-chairs John Herbst and Edwin Baird.

Guy retired from Boise Cascade after working in the forestry profession for many years. He occasionally attends chapter functions, much to the delight of his fellow members.



PHOTO COURTESY OF JOHN HERBST

Blue Mountain Chapter Co-chair Edwin Baird (left) presents Guy Francy with his Golden Membership certificate.



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South Puget Sound Starts Outreach Project

BY PAULA HOPKINS

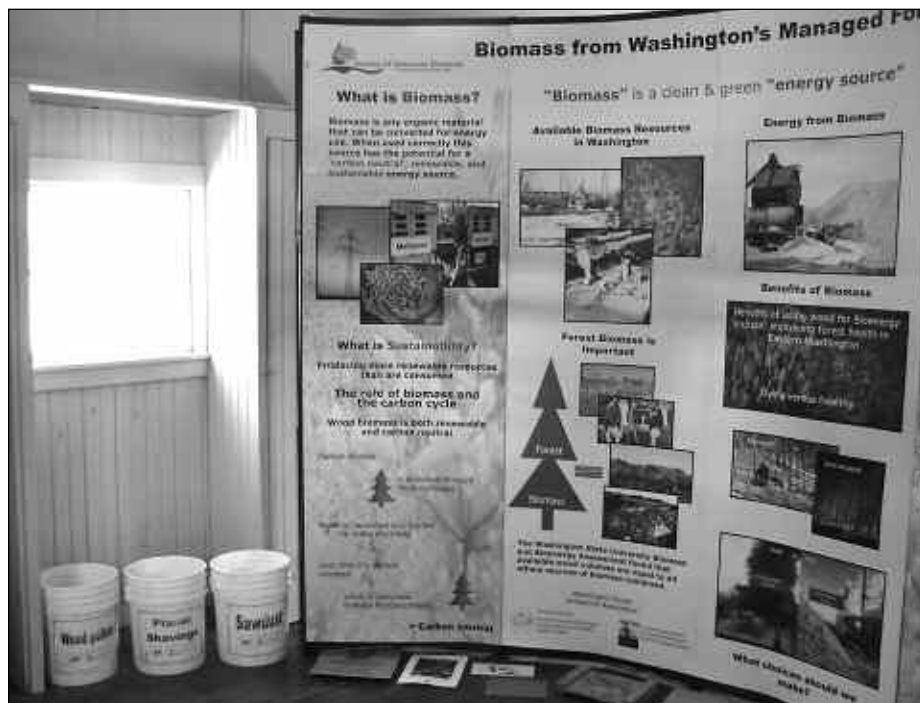
The South Puget Sound Chapter of the WSSAF has started an outreach project explaining forest management at the Murray Museum, the new destination stop of the Mt. Rainier Scenic Railroad in Mineral, Wash.

The interpretive demonstration is housed in the original Bunkhouse 17 of Camp 6 of the old St. Paul and Tacoma Lumber Company. When Camp 6 closed, the equipment and bunk houses went to Point Defiance Park in Tacoma. When this exhibit closed, Tom Murray Jr. moved the bunk houses to his train yard in Mineral at the Mt. Rainier Scenic Railroad shops.

Upon entering Bunkhouse 17, to the right are two bunks and a typical "bedroom" of the loggers. The center of the bunkhouse has the old wood stove and a mannequin dressed in authentic forestry clothes of Tom Murray Jr.

To the left is a small-scale model showing modern forestry with explanations of how harvesting and management occurs today using a 1/50th scale of trees being thinned in a skyline setting with 1/50th size equipment and a few animals along the buffered stream. Depending on exhibit scheduling, opposite this model is either the WSSAF "Working Forests, Working Families" display or the WSSAF "Biomass in Washington" display, which depicts modern forest management and the beneficial uses of wood.

Members of the Green River Community College Student Chapter assisted South Puget Sound Chapter



PHOTOS COURTESY OF PAULA HOPKINS

Elements of the Murray Museum include a small-scale model showing modern forestry, a mannequin dressed in the original clothes of Tom Murray Jr., and the WSSAF biomass display.

members Paula and Dick Hopkins in the construction of the model. How do you make 1/50th scale trees? Cut the root plug from 15 cc cedar plugs and then apply "MogPog" crafting preser-

vative to the cedar stems. Drill holes in the foam board display base, insert the dried trees, trim with scissors, and add left-overs under the canopy for the forest floor. ♦

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Paula Hopkins is the chair of the South Puget Sound Chapter. She and husband Dick Hopkins are working on building Hopkins Forestry, a forest management consulting business. She can be reached at 253-951-1457 or 4estmgr@gmail.com.

Calendar of Events

Forest Products Forum: Portland, Sept. 17, Portland, OR. Contact: Greg Lewis, 978-469-6335, glewis@getfea.com, www.getfea.com/component/content/article/210.

Who Will Own the Forest? Sept. 17-19, Portland, OR. Contact: Sara Wu, 503-488-2130, swu@worldforestry.org, <http://wwotf.worldforestry.org/wwotf9>.

PNW Reforestation Council: Forest Herbicides, Sept. 24, Vancouver, WA. Contact: WFCFA.

Forest Resources Association fall meeting, Oct. 8-10, Coeur d'Alene, ID. Contact: Forest Resources Association, 906-282-6752, vickiehoffart@aol.com, www.forestresources.org.

Forest Tech: Improving Wood Transport and Logistics, Oct. 9, Portland, OR. Contact: WFCFA.

SAF National Convention, Oct. 23-27, North Charleston, SC. Contact: National SAF, 866-897-8720, www.safconvention.org.

Energy Exports in the Northwest, Oct. 24-25, Seattle, WA. Contact: Law Seminars International, 206-567-4490, registrar@lawseminars.com, www.lawseminars.com/detail.php?SeminarCode=13ENEXWA.

Inland Empire SAF annual meeting, Nov. 15-16, Cheney, WA. Contact: Steve McConnell, 509-477 2175, smcconnell@spokanecounty.org.

Sixth Annual Western Native Plant Conference, Dec. 9-11, Vancouver, WA. Contact: WFCFA.

SAF Leadership Conference, Jan. 31-Feb. 1, 2014, The Red Lion, Kelso, WA. Contact: Joe Murray, 360-460-3733, jmurray@merrilling.com.

Oregon SAF annual meeting, April 30-May 2, 2014, Seven Feathers Casino Resort, Canyonville, OR. Contact: Mark Buckbee, 541-580-2227, buckbeefamily@msn.com.

Washington State SAF annual meeting, May 7-9, 2014, Pack Forest, Eatonville, WA. Contact: Paula Hopkins, 253-951-1457, 4estmgr@gmail.com.

Contact Information

WFCFA: Western Forestry and Conservation Association, 4033 SW Canyon Rd., Portland, OR 97221, 503-226-4562, richard@westernforestry.org, www.westernforestry.org.

Send calendar items to the editor at rasor@safnwo.org by October 7 for the November/December issue.



We Remember

Hobe Jones 1937-2013

Hobe Jones passed away on June 28 at the age of 82. He had a long career of 31 years with Wilbur-Ellis in the Portland, Ore., office. Hobe grew up in Nebraska where he was an excellent athlete, holding several high school track records that stood for years. He missed qualifying for the 1952 US Olympic Team when he fell during a qualifying heat.

Hobe received his Masters of Science in Forest Management from Oregon State University in 1958 with his thesis on the use of agricultural chemicals to control vegetation in forestlands. Hobe was a pioneer in the development of vegetation management practices to increase forest seedling survival and growth in the Pacific Northwest.

He began as a sales representative with the Wilbur-Ellis Company in 1961 serving the forestry market in Oregon and



Washington. In 1985 he became a district manager until his retirement in 1993. Hobe was an outstanding sales representative and manager, as well as a mentor and leader to many employees.

Hobe was active in retirement as an excellent golfer who had seven holes in one, an expert fly fisherman, and a family man who enjoyed his four children, nine grandchildren, and two great-grandchildren. He was preceded in death by his wife Dorothy.

Leslie Yates 1924-2013

Les Yates, 89, passed away February 20. He began his college studies at Whitworth

University before serving in the Army Signal Corps toward the end of World War II, serving in France and Belgium.

Following an honorable discharge from the Army, Les resumed his college studies at Gonzaga University and eventually transferred to Washington State University where he earned a bachelor's degree in forestry. Following graduation he moved to Alabama, where he began his 32-year career with the US Forest Service. His career took him to four states and he was an active member of the Inland Empire Society for many years. He joined SAF in 1956. ♦

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North Olympic Chapter Continues Legacy of Conservation Day

The Society of American Foresters' North Olympic Chapter hosted the 50th Anniversary of Conservation Day at the Clallam Bay site on May 30, 2013. This event has been held for 50 years benefiting Neah Bay, Clallam Bay, and Forks elementary schools giving students and teachers knowledge of the working forest providing both commodity and ecological values.

Instructors are stationed along an interpretive trail and present a variety of talks on all aspects of forest manage-

ment such as forest products, health, protection, tree identification, fisheries, wildlife, recreation, reforestation, etc. in the working forest. Instructors are professionals from industry, government, tribes, and consulting firms. Each instructor covers talking points at their station in their own area of expertise.

Emphasis is on continued health and use of forest ecosystems and the present and future availability of forest resources to benefit society.

SAF members participating in the event include John Standerwick, Brett McGinley, Joe Murray, Wes Romberg, Gordon Gibbs, and Glen Wiggins, who was present at both the first and 50th Conservation Day celebrations. Special recognition goes to Brett for trail and station preparation; Wes for overall organization; and Gordon for public relations and master of ceremonies. ♦



PHOTOS COURTESY OF GORDON GIBBS

China Remains Key Driver of Export Increases

Log exports from Washington, Oregon, northern California, and Alaska jumped about 28% in the second quarter of 2013 compared to the first quarter of this year, totaling 540 million board feet, according to the US Forest Service's Pacific Northwest Research Station. During the same time period, lumber exports increased by 5% to 230 million board feet.

The total value of logs exported from the west coast in the second quarter of 2013 increased about 34% to \$398 million, while the total value of lumber exported from the west coast increased about 12% to \$172 million, compared to the first quarter of 2013.

"Demand from China is the major reason for the increased log exports we're seeing," said Xiaoping Zhou, a research economist with the station who compiled the data.

In the second quarter of 2013, China imported 349 million board feet of west coast logs, compared to 243 million board feet earlier in the year. At west coast ports, 65% of outgoing logs and 35% of outgoing lumber were destined for China.

Other highlights:

- Total US log exports in the first half of 2013 increased by more than 20% compared to the same period in 2012, while the value increased by more than 27%;
- Total US lumber exports in the first half of 2013 increased by more than 6% compared to the same period in 2012, while the value increased about 1%;
- Sixty-six percent of total US log exports were shipped from west coast ports during the second quarter of 2013, a 5% increase compared to the second quarter of 2012;
- West coast lumber exports during the second quarter of 2013 represented about 27% of the total US lumber export, which is nearly the same share as in the second quarter of 2012.

Zhou compiled the statistics using data from the US International Trade Commission and *Production, Prices, Employment, and Trade in Northwest Forest Industries*, an annual station publication that provides current information on the region's lumber and plywood production as well as employment in forest industries. The report is available online at www.treesearch.fs.fed.us/pubs/42384.

SAF National Convention Slated for October 23-27

The 2013 SAF National Convention will be held at the North Charleston Convention Center, South Carolina, where an expected 1,500 forest and natural resource professionals will gather to examine everything from new GIS technologies and remote sensing data to watershed and invasive management.

Silviculture Matters!

The event theme is *Silviculture Matters*. Join the discussions about the rise of plantation and industrial forestry in the south; ecosystem management of federal lands; northern spotted owl western forests protection plans; recent wildfire and insect attacks decimating western forests; and sophisticated management and restoration of natural forest ecosystems throughout the country.

More than 300 presentations available

The event provides exclusive training and professional growth experiences for representatives of federal, state and local government as well as private and nonprofit companies. Several hundred students from colleges and universities across the United States also will participate as part of their education. Additionally, attendees can participate in:

- Forest Technology Users Conference: A pre-convention event October 22-23;
- Career Fair on Friday, October 25;
- Forest Service Silviculture Workshop;
- Forest Management Expo with more than 90 exhibitors with the latest technology and resources for professionals;
- Technical field tours to some of South Carolina's finest examples of managed forests; and
- Professional development work-

shops on leveraging ArcGIS for forestry; leadership techniques for career advancement; American Tree Farm System inspecting forester training; and family forest legacy planning.

Special events include

- Breakfast with the chief of the US Forest Service;

- Networking and diversity receptions;
- Fellows' breakfast;
- Technical field tours; and
- Much more.

To register and view the full schedule, visit www.safconvention.org. ♦



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About Solving Work Challenges?

Nowhere else can you gain this level of insight into innovative solutions for watershed and ecosystem management, GIS, leadership development, and more. Take home tangible skills and fresh ideas to apply to your daily challenges. Whether you are interested in economics, soils, policy, invasives, wildlife, or urban forestry this event has specialized sessions to meet you where you work.



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Policy Scoreboard

Editor's Note: To keep SAF members informed of state society policy activities, Policy Scoreboard is a regular feature in the Western Forester. The intent is to provide a brief explanation of the policy activity—you are encouraged to follow up with the listed contact person for detailed information.

WSSAF Policy Update. The WSSAF Executive Committee adopted an updated version of our Working Forest Position Statement as follows:

The Washington State Society of American Foresters (WSSAF) supports "No-Net-Loss" of working forests by encouraging the creation, restoration, protection, and enhancement of working forests in the State of Washington.

Central to our discussions were the roles of silviculture, commercial timber harvest, and no-cut areas in a working forest. Silvicultural treatments are designed to produce a different balance of social, economic, and ecological products and values than what would occur naturally. Recurrent and perpetual commercial harvest over "most" of a plan area is necessary to provide economic benefits. No-cut areas are necessary to provide ecological benefits and services. It is all about

"balance." The full position statement is posted on the WSSAF website and will be distributed for full membership consideration this fall. WSSAF members are encouraged to use it in public outreach efforts.

The WSSAF Executive Committee also approved our Forestry Education Position Statement. This is a joint effort with Inland Empire SAF. In order to consider additional comments from the University of Washington and Inland Empire SAF, a small review group was created. A central issue discussed was the need for accredited undergraduate programs at state universities, community colleges, or both.

WSSAF member Peter Heide attended the July 2 meeting of the Board of Natural Resources (BNR) meeting. The BNR approved the re-conveyance of 8,400 acres of state forest to Whatcom County and a \$10 million loan for part of the purchase price of approximately 50,000 acres of private forestland from American Forest Land Company. Both of these transactions likely will result in a loss of working forests.

WSSAF member Mark Teply attended the May 14 Forest Practices Board meeting and provided public comment re-introducing SAF to board members. He also provided public comment on behalf of WSSAF supporting proposed forest biomass rule changes at their June 27 public hearing in Olympia. Contact: Harry Bell, harry@green-crow.com.

OSAF Comments on Federal Forest Issues. OSAF member and wildlife specialist Steve Mealey led an effort to send a letter to Oregon's Congressional delegation, calling for a major review and revision of the Northwest Forest Plan (NWFP). The NWFP and related policies for eastside forests will mark their 20th anniversary next year, raising important questions about the resulting changes in forest management and resource conditions on federal lands over the past two decades. The letter was signed by leaders of several organizations, including OSAF Chair Ron Boldenow (with Executive Committee approval). Chair Boldenow also provided testimony on behalf of OSAF at the July 25 meeting of the Oregon Board of Forestry in La Grande, which had a strong emphasis


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on federal forest issues. The testimony referenced OSAF's relevant position statements and stressed the value of engaging the forestry profession's unique expertise and experience to help improve policy and decision making for federal forestlands. Contact: Paul Adams, OSAF Policy chair, 541-737-2946; paul.adams@oregonstate.edu.

OSAF Completes More Position Statement Updates. In late July the OSAF Executive Committee approved updated position statements on "Clearcutting" and "Active Management to Achieve and Maintain Healthy Forests." Earlier this year the OSAF Policy Committee updated "Salvage Harvesting on Public Lands," which also was approved by the Executive Committee. The modifications of these positions were relatively minor and focused on updates to the reference lists and background discussions. All of the positions remain important given ongoing concerns related to wildfires, forest health, and negative perceptions of clearcutting. The latter issue was renewed by the recent western Oregon BLM's pilot projects that include "regeneration harvests." All members are encouraged to review OSAF's position statements (www.forestry.org/oregon/policy/position/) and use them to articulate a professional perspective when discussing forest resource issues with people outside the profession. Contact: Paul Adams, OSAF Policy chair, 541-737-2946; paul.adams@oregonstate.edu.

Federal Land Payments to Counties Update. Authority for the Secure Rural Schools and Community Self-Determination Act of 2000 (SRS) expired in 2012 and the last payments of \$329 million to counties were made earlier this year. While the U.S. Senate Committee on Energy and Natural Resources works on a program to replace SRS, in mid-June it passed a one-year extension of the payments that will help keep "law enforcement on the roads and teachers in the classrooms," according to committee chairman Sen. Ron Wyden (D-OR). Another bill floating through the Senate chambers (S. 101) would forbid such pay-

ments, and on August 1, Sen. Wyden placed a "public hold" on this bill in order to protect potential approval for SRS payments. Oregon stands to lose \$106 million in federal payments to counties if SRS is not extended this year. Washington and Idaho also stand to lose tens of millions each. On July 31, the House Committee on Natural Resources passed a bill titled Restoring Healthy Forests for Healthy Communities (HR 1526) that includes a temporary extension of SRS payments. Committee chair Rep. Doc Hastings (R-WA) called the bill "a long-term solution to put hard-working Americans back to work and to restore the economies of these rural communities." It would renew the federal government's commitment to manage federal forests for the benefit of rural schools and counties, improve forest health, and help prevent catastrophic wildfires. The bill calls for the establishment of Forest Reserve Revenue Areas and timber targets within them for the purpose of providing 25% revenue-sharing payments for counties. Contact: Jay O'Laughlin, Inland Empire SAF, 208-885-5776, jayo@uidaho.edu.

Regulation of Biogenic CO₂ Emissions Update. Now that the U.S. Senate has confirmed Gina McCarthy as the new U.S. Environmental Protection Agency administrator, a decision on how the agency proposes to regulate carbon dioxide emissions from burning biomass for energy production can be expected in the near future. In late July the EPA invited the SAF Biogenic Carbon Response Team (your correspondent is a member) to present its science-based findings. According to team leader Reid Miner of NCASI, the presentation "was well received. EPA seems genuinely interested in understanding how market responses and timing affect the net carbon fluxes and benefits associated with using forest biomass." The EPA's decision is made more complex by a recent federal appeals court ruling that the EPA did not have the authority to temporarily exclude for three years biogenic emissions under the "tailoring rule" while the agency studied the issue. Contact: Jay O'Laughlin, Inland Empire SAF, 208-885-5776, jayo@uidaho.edu. ♦

USED EQUIPMENT—Just in Time for Summer

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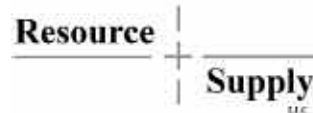
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4



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