



GIPSA News

A newsletter for the employees of the Grain Inspection, Packers and Stockyards Administration

January 2001

From My Desk

James R. Baker



Administrator Jim Baker

I am proud of the opportunity that has been afforded me for the past 6 years — to work with the professional men and women of GIPSA. You helped me learn about the vital role of government service in agriculture. I hope our paths will cross again and you will keep on setting a good example.

My tribute to all GIPSA employees is this:

It is not the critic who counts, not the man who points out how the strong man stumbled or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena; whose face is marred by dust and sweat and blood; who strives valiantly; who errs and comes short again and again; who knows the great enthusiasms, and the great devotions, and spends himself in a worthy cause; who at best knows the triumph of high achievement; and who at worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat.

Theodore Roosevelt

I tip my hat to all of you for the job you do for agriculture. Remember this; study your lesson, pay attention to what's happening, don't be caught looking out the window, you could miss out on a better deal.

Thanks to all.

Wishing you
and yours
a happy, healthy
New Year.

In This Issue

Names in the News	2
Administrator's Awards	3
Review Branch Awards	4
For Your Health	5
A Moment in History	5
Advisory Committee Meets ...	6
Idea Hotline Update	7
Travel Bits & Pieces	7
Designation Renewals	8
2000 Annual Report	9
What is Cyber Crime?	10
Professional Ag Conference .	11
Indian Heritage Month	12
ANPR	12

Names in the News

PERSONNEL

Welcome to **Robin Black** and **Michael Navratil**, auditors, Denver, and **Arlan DeBlieck**, marketing specialist, Des Moines.

Farewell to **Kristin Corash**, economist, Denver, who has accepted a position in the Office of Planning and Budget with the State of Colorado.

AWARDS

Matthew Bass, auditor, Des Moines, received spot awards for sustained effort, dedication, and professional attitude which greatly contribute to the efficiency and effectiveness of the Des Moines Financial Unit.

Kristin Corash, economist, Denver, received a spot award for her extraordinary dedication, extra effort, and enthusiasm in the contract disclosure and annual report investigations of a major packer.

Tracy Gerke, Technical Services Division (TSD), earned a Spot Award for successfully developing a WEB-based reporting strategy for TSD LIMS reports that save significant money in Oracle licenses. It is easy to access, use, and support.

Jeannene Henehan, Field Management Division (FMD), Washington, D.C., received performance awards for sustained superior performance contributing to the increased effectiveness and efficiency of the Division and GIPSA.

Henry Greenwood, FMD, Washington, D.C., received performance awards for sustained superior performance contributing to the increased effectiveness and efficiency of FMD and GIPSA.

Jay Johnson, regional supervisor, Des Moines, received a quality step increase for his sustained outstanding performance contributing to the increased effectiveness and efficiency of the Des Moines regional office.

Robert Lijewski, FMD, Washington, D.C., received performance awards for sustained superior performance contributing to the increased effectiveness and efficiency of FMD and GIPSA.

Mary Long, TSD, earned a spot award for outstanding administrative support of the Information Technology staff during FY- 2000.

Deborah Mallon, economist, Denver, received an extra effort award for her dedicated effort in preparing a report and a decision memorandum for Secretary Glickman on the captive supply issue and the WORC petition.

Paul Manol, FMD, Washington, D.C., received performance awards for sustained superior performance contributing to the increased effectiveness and efficiency of the Field Management Division and GIPSA.

Joanne Nielsen, TSD, received a Certificate of Appreciation for outstanding effort and coordination of TSD's 2000 Combined Federal Campaign.

James Rhodes, TSD, received a spot award for implementing a con-

trol charting program for the Vitamin A and for the mycotoxin reference methods.

Vickie Rivers, TSD, earned spot awards for outstanding administrative support of the Information Technology staff during FY- 2000.

Robin Rother, TSD, earned a certificate of merit for sustained superior performance in support of the TSD Office Automation functions, most notably, system management of the TSD LAN during FY- 2000.

Harry Schaaf, supervisory marketing specialist, Denver, received an extra effort award for his outstanding performance, leadership, and overall support and effort during the P&S reorganization and to the GIPSA mission.

Luis Sosa, auditor, Des Moines, received spot awards for sustained effort, dedication, and professional attitude which greatly contribute to the efficiency and effectiveness of the Des Moines Financial Unit.

Creig Stephens, marketing specialist, Atlanta, received a time off award for his extra effort and work completed outside normal business hours related to tracking resident agent investigations.

Benny Vitale, TSD, earned a certificate of merit for sustained superior performance in support of the TSD Office Automation functions, most notably, user hardware/software support during FY- 2000.

*Continued, see Names
on page 4.*

Administrator's Awards

James R. Baker

The Administrator's Awards program this year was very successful. The Awards Committee received and reviewed 36 nominations. Twenty-nine nominations were for individuals and 7 nominations were for groups or teams. In total, 74 individuals were nominated to receive an award.

The Awards Committee carefully reviewed each nomination and recommended their selections to me. Based on the Committee's recommendations, I am proud to recognize 9 individuals and 5 groups or teams for their contributions towards the success of our mission. Each recipient will receive a wall plaque along with a monetary award.

The following individuals and groups received the Administrator's Awards for 2000:

INDIVIDUAL AWARDS

Distinguished

John Edmond, Washington, DC
John Giler, Washington, DC

Superior

John Barthel, Atlanta
Lou Campbell, New Orleans
Eddie Clark, Kansas City
Durwood Helms, Washington, DC
Paul Manol, Washington, DC

EEO/CR Superior

Warren Dicus, Washington, DC
Viola B. Nathan, Denver

GROUP AWARD

Distinguished

Automated Cu-Sum, New Orleans

Wade Berteau, New Orleans
Wally Alves, New Orleans

GROUP AWARDS

Superior

Clerical/Support Staff, New Orleans

Glenda Lasseigne, New Orleans
Yohanna Lorio, New Orleans
Carla Cambre, New Orleans
Rose Fremin, New Orleans
Erin Dubroc, New Orleans
Amelia Gautreau, New Orleans
Joanna LeBlanc, New Orleans
Angela Marine, New Orleans
Joanne Matherne, New Orleans
Angela Roper, New Orleans

Superior

Excel Corporation Case Team

Stuart Frank, Des Moines
Patrice Harps, OGC, Washington, DC
Warren Preston, Washington, DC
Gayle Pounds-Barnett, Des Moines
Jim Staiert, Des Moines
Gail Thuner, Des Moines
JoAnn Waterfield, Washington, DC
Bryce Wilke, Des Moines

Superior

Atlanta Mentors

Karen Johnson, Atlanta
Robbie Obickwe, Atlanta
Melba Twitty, Atlanta

Superior

Rulemaking Task Force

Jody Boydston-Johnson, Denver
Kalyn Coatney, Denver
Hal Crocker, Atlanta
Steven Dow, Atlanta
Thomas Duggan, Denver
Ronald Endsley, Des Moines
Larry Haller, Washington, DC
Deirdre Holder, Washington, DC
Weylin Lucius, Denver
Melinda Meador, Denver
Margaret Mills, Denver
Brett Offutt, Des Moines
Stephanie Osterman, Des Moines
Anna Smith, Atlanta
Kevin Smith, Atlanta
Jim Staiert, Des Moines

2000 Review Branch Contributor Award

Jan Hart and the Review Branch Staff Members

Sixty-two FGIS field-based employees have volunteered to participate on details for the Compliance Division's Review Branch. This number includes 55 people in technical-series positions and 7 in administrative. During calendar year 2000, 29 employees helped us conduct 19 onsite compliance reviews. During these reviews, we evaluated 4 FGIS field offices, 2 FGIS suboffices, and 25 State or private official agencies.

We always recognize each person for the contributions they make at the time they do so. And, for the fifth year, the Review Branch is providing special recognition to the persons who contributed the most to our review program during 2000. We decided as a group that **Jim Brown** and **Scott Cooley** would receive the annual "Review Branch Contributor Award." Each will receive a USDA Certificate of Merit and cash award for their contributions.

Again, thanks to all those who were a part of our review program this past year! Much of the review program success is due to the field-based folks working in the program. Here's to a great review program next year!

2000 Review Program Field-Based Detailees

Don Akers, QAS, Corpus Christi
Terrell Bailey, ACG, New Orleans
Jim Brown, QAS, New Orleans
Anne Bullard, ACG, New Orleans
Jimmy Cadle, ACG, Jonesboro
Scott Cooley, QAS, Olympia
Bob Crook, (former) AFOM, Cedar Rapids
Erin Dubroc, clerk, New Orleans
Cleve Ellis, ACG, Portland
Susan Fall, QAS, Minneapolis
Dave Fulks, shift supervisor, Portland
Larry Giles, shift supervisor, New Orleans
Danny Harpole, ACG, Jonesboro
Judy Johnston, OSA, Wichita
Fred Kelley, shift supervisor, Baltimore
Bob Krouse, (former) protein coordinator, Kansas City
Roy Lyon, ACG, Wichita
Leslie Maddox, OIC, Greenville
Phil Meachem, QAS, Stuttgart
Shane Minden, ACT, Moscow
Ted Respet, AFOM, Duluth
Denise Ruggles, OSA, Cedar Rapids
Merle Russelburg, Shift Supervisor, New Orleans
Dave Skallerud, ACG, Cedar Rapids
Tom Steele, ACG, Portland
Jackie Stevens, ACG, Jonesboro
Janet Walton, shift supervisor, New Orleans
Mark Wooden, ACG, Kansas City
Don Wray, ACG, Portland

Names, from page 2.

Thomas Weber, TSD, received a spot award for independently coordinating the method validation studies for vitamin A in Processed-grain commodities and fumonisins.

James Woodman, League City, received a spot award for outstanding effort in issuing export and domestic certification in a timely manner during a period of heavy workload, which contributed to the improved efficiency of the League City Field Office.

30-YEAR SERVICE AWARD

Jim Tullous, Grand Forks

20-YEAR SERVICE AWARD

James Rampton, Technical Center
Vickie Rivers, Technical Center

For Your Health - Health Contract Renewal

Mavis Rogers, Washington, DC

GIPSA has renewed its contract for employee health surveillance examination for fiscal year 2001. All full-time permanent employees are eligible to participate in the program. Employees are limited to one medical examination every 3 years. Therefore, one-third of the eligible workforce may receive a medical examination each year. The program is voluntary. This means you don't need to have an examination if you don't want to.

On the day of your examination, you will need to take to the health center a completed ARS-182C (Medical Questionnaire) form (first visit only). This form can be obtained from the Safety and Health office.

Exams are done during duty hours and they are considered to be official business. All exams should be scheduled by July 15 of the fiscal year. The contract number for the exams is BCA01AG20001.

Along with the annual physical examination, the scope of the work under the contract also include the following.

- Tuberculosis Screening. This will be done when a TB exposure is reported.
- Comprehensive Health Risk Appraisal (HRA). This will be used for those persons who do not want a physical examination. It includes a cardiac risk laboratory profile

and other health screening tests.

- Travel Immunizations – Official Government Travel. Immunizations will be given to GIPSA employees going outside the United States on official government travel.
- Prostate Specific Antigen (PSA). This blood test for prostate cancer is optional for males over 50 or for those with a family history of prostate cancer.

If you have questions concerning this information, or for a listing of health centers that currently are available, telephone me at 202-720-0251 or send e-mail: mrogers@gipsadc.usda.gov.

A Moment in History

Sharon Williams, African American Emphasis Program Manager

Imagine, it's 1955. It's Sunday morning and you are driving or walking down Auburn Avenue to Ebenezer Baptist Church with high expectations of hearing Dr. Martin Luther King, Jr. preach an eloquent sermon about the commandments of God and the pressing and turbulent issues of the time.

Or, it is a few years later, you are standing in the midst of and surrounded by unfolding events, such as the Montgomery Bus Boycott, Sit-Ins, Freedom Rides, the March on Washington; or captivated by Dr. King's acquaintance with Mohandas

Gandhi's philosophy of nonviolence; or, taken in by his historical moment to write, from the Birmingham Jail, his highly acclaimed letter to fellow clergymen who thought his actions to be unwise and unjust; or, even mesmerized by the sad moment, while in his kitchen, Dr. King talked to God at a time of despair and uncertainty.

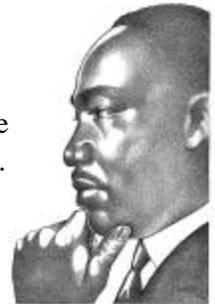
Or, it is now the future, and you would love to get a glimpse of the minister's robe he wore or the worn out bible he used to preach so many sermons, or the Nobel Peace Prize presented to him for his work, or even see what it was like for Dr. King in his

youth and the house where he grew up.

Well, you can experience all this at the King Center in Atlanta, Georgia, where Dr. King is forever memorialized. At this site, the past seems to miraculously spring back to life, and there is no time in our history of which we can be more proud.

“Remember, Celebrate, Act! A Day On . . . Not a Day Off”

Happy Birthday, Dr. King!



Grain Inspection Advisory Committee Meets

Marianne Plaus, Washington, DC

GIPSA's Grain Inspection Advisory Committee met from November 27-29, 2000, in Arlington, VA. The Committee, chaired by **Israel Lopez**, discussed a variety of topics and passed these 10 resolutions:

1. **Test Weight:** Upon completing a comparison of test weight calculations of the U.S. and competitor countries, GIPSA should consider publishing a conversion chart reflecting the different methodologies.

2. **Dockage in Wheat:** If dockage becomes a grade factor, apply it to all export and domestic uses and markets. And, the proposed comment period should be extended to 90 days.

3. **ASIST:** GIPSA was commended for its efforts to automate the official export inspection process. GIPSA should allocate funds needed to complete the current pilot program and, if successful, help commercialize the system so it is available to both the export and domestic inspection system. GIPSA also should consider patenting the system or at a minimum take actions to prevent an outside commercial vendor from patenting the ASIST team's accomplishments.

4. **Training/Education:** GIPSA should continue to focus on standardizing the official system and providing educational programs to the general public for a fee. In-depth training programs should be restricted to those providing official inspections.

5. **ANN Calibrations:** GIPSA should continue work on ANN calibrations for NIRT instruments for soybeans, corn, and wheat. Due to cost considerations, GIPSA should extend the implementation date 1 year.

6. **ISO Certification:** GIPSA should review the comments received from the ANPR prior to proceeding with further development of an ISO certification program.

7. **Financial Management:** GIPSA should provide the Committee more information on how overhead charges are distributed to individual program accounts. GIPSA also should provide more information to the Committee on budget and actual financial records by program account.

8. **Fees:** GIPSA should consider setting overhead and hourly fees based on full cost recovery based on differences across the country.

9. **Extractable Starch:** GIPSA should fund further development of a quick, reliable method to measure the amount of extractable starch in corn.

10. **Biotechnology:** GIPSA was commended for its efforts to promote accurate, reliable biotech testing. GIPSA should: (1) evaluate the performance of quick tests according to manufacturer's specifications; (2) promote international standardization of biotech testing; and (3) initiate the evaluation and potential accreditation of laboratories for the detection of biotech events.

Administrator **Jim Baker** recognized members whose terms expire in March 2001: **Mike Cassidy**, Cassidy Grain Company; **Robert Gore**, Washington State Department of Agriculture; **Israel Lopez**, Corpus Christi Public Elevator; **Ronald Mitzel**, Dakota Mill and Grain; and **Robert Williams**, farm owner/operator. Although not present at the meeting, five alternate committee

members' terms will also terminate: **Pat Jensen**, North Dakota State University; **Randy Marten**, Food Ingredient Advisors; **Thomas Meyer**, Kansas Grain Inspection Service, Inc.; **Jacalyn Oncken**, Arrow Industries, Inc.; and **Kay Taylor**, Busch Agricultural Resources.

On behalf of the Committee, **Israel Lopez** presented a certificate of appreciation to **Jim Baker** for his commitment to strengthening the Agency's and Committee's partnership. During **Mr. Baker's** tenure, the Committee has been a focal point of discussion and the exchange of ideas on a number of key topics such as international trade, biotechnology, and information technology, **Israel** said.



Jim Baker accepts a certificate of appreciation from Israel Lopez on behalf of the Advisory Committee.

In closing, he stated that both GIPSA and the Committee benefited from **Mr. Baker's** leadership, and he will be missed.

Special thanks to **Tess Butler**, Office of the Deputy Administrator, for coordinating the Committee's travel and other activities.

GIPSA Idea Hotline Update

Norma Phelps, Washington, DC



Here are the ideas received on the GIPSA Idea Hotline during December. If you have questions about any ideas or the Hotline, please call me at 202-720-1017.

Suggestor

Suggestion

Mike Johnson, Sacramento, CA

Broaden Area of Consideration When Announcing BAR and Other Vacancies

Ahmad Gorabi, Des Moines, IA

Develop a Logo for GIPSA
Develop an Electronic Map Application to Help with Driving Directions

Lynette Scalise, Moscow, ID

Supply Hand Warmers for Employees Working in Zero Degree Weather

Donnell Keith and Raymond Kirkpatrick, Portland, OR

Make Available a Choice of the Moisture Basis Formulas on Cu-Sum Drop Down Menu

GIPSA Hotline Ideas Accepted and Approved for Implementation During December 2000

This list does not necessarily indicate that the idea was implemented as suggested or that it is currently in place (it could be in the development/implementation stage). To avoid the chance of misinterpretation, please call the Hotline if you have any concerns or questions regarding the following list of ideas.

 Supply Hand Warmers for Employees Working in Zero Degree Weather

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via e-mail: gipsa-ideas@gipsadc.usda.gov; FAX to 202-720-1015; or telephone 800-455-3447 or 202-720-1013. **We encourage you to send ideas via fax or e-mail to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method you choose to use.**

Travel Bits & Pieces

Peggy Smith, Washington, DC

Mandatory Use of the Government Contractor-Issued Travel Charge Card. This is a *reminder* that the General Services Administration (GSA) ruled that beginning February 29, 2000, all Government employees traveling on official business **MUST** use the Government contractor-issued travel charge card for ALL official travel expenses. However, USDA was delegated authority by GSA to implement the following exceptions to this rule:

1. Employees who travel less than two times a year or employees who have issued concerning credit, e.g., those with credit problems or issues, whether past or present.
2. The following expenses are exempt from mandatory use of the card – out of pocket expenses, e.g., laundry/dry cleaning, parking, local transportation systems, taxicabs, tips, expenses covered by meals and incidental expenses allowances, and telephone calls.

Are EEO/CR issues or concerns affecting your employment with GIPSA? Do you have questions? Need help? Then let your voice be heard.

Call the EEO Advisory Committee at...

1-800-639-5167

Civil Rights Hotline



Designation Renewals

Jan Hart, Washington, DC

FGIS renewed the designations of three official agencies to provide official domestic grain inspection and weighing services under the U.S. Grain Standards Act (USGSA). They were Frankfort Grain Inspection, Inc., Indianapolis Grain Inspection and Weighing Service, Inc., and the Virginia Department of Agriculture and Consumer Services (VDACS). Administrator **Jim Baker**, FGIS field office representatives, and I participated in ceremonies to acknowledge their accomplishments.



Designation certificate presented to Frankfort. Pictured (front, L to R) Jim, Brian and Peggy Beals; (back) Jim Baker and Dave Mundwiler.

We visited Frankfort at their main specified service point (SSP) (i.e., grain inspection laboratory) in Frankfort, IN. Toledo field office manager **Dave Mundwiler** and quality assurance specialist **Phil Tate** were present. President and official agency manager **Brian Beals** and his parents, **Jim** and **Peggy**, represented Frankfort.

Brian began his career at age 15 as a licensed sampler in 1972 obtained his technician's license, and then his inspector's license in 1976. In 1990, Brian began managing active opera-

tions of the agency. Brian's grandfather, **John Beals**, was originally licensed by the Indianapolis Board of Trade in 1945. He founded Frankfort to provide better service to the Frankfort area in the late 1940's. In 1966, Brian's father, **Jim** took over the agency and later incorporated it in 1977. With FGIS' approval in 1996, **Brian** became Frankfort's third-generation owner. He built the SSP at its present location in 1997.

Frankfort services the mid-section of the State of Indiana, and has Indianapolis as a neighbor to the south. They provide inspections from the main SSP and four intermittent SSPs, and are designated to provide weighing services at two locations. They performed 10,421 full-grade inspections in fiscal year 2000: 9,598 railcars, 681 submitted samples, and 142 rein-

spections. Indianapolis' president and official agency manager **Ronald Andrews** met with the four of us at our hotel rather than his SSP because of inclement weather. As a special surprise, **Joseph Pearson**, assistant commissioner of the Indiana Department of Agriculture, joined us for the presentation. In turn, he was surprised when Mr. Baker presented him with a USDA Certificate of Ap-



Designation certificate presented to Indianapolis. Pictured (L to R): Jim Baker, Dave Mundwiler, Ron Andrews, and Phil Tate.

preciation for the marketing work he has done within Indiana.

Ron began his career as an FGIS licensee 30 years ago. He started as a sampler, and worked his way up to an inspector in a little over a year. He worked for a number of years as a licensed inspector, then managed its active operations. Indianapolis started operations as a conflict-of-interest agency, the Indianapolis Board of Trade. To resolve the conflict, the

Board of Trade sold its assets in the late 1970s to then chief inspector, **Fred Myers**. **Fred** restructured the agency into its current form, which was then eligible for designation. He later passed away, leaving the agency to his widow

Mary, who in turn sold the corporation with FGIS' approval to **Ron** in 1995.



Jim Baker presenting a USDA Certificate of Appreciation to Joe Pearson.

Continued, see
Designations
on page 9.

Designations, from page 8.

Indianapolis also services the mid-section of the State of Indiana. They provide inspections from a main SSP and two intermittent SSPs. They performed 6,339 full-grade inspections in fiscal year 2000: 4,160 railcars and 2,179 submitted samples. They also provided 2,723 official-commercial inspections.

We visited VDACS at their Richmond headquarters. Baltimore field office manager **Pat LaCour** was present, as were commissioner **J. Carlton Courter, III**, deputy commissioner **Donald G. Blankenship**, division of marketing director **Thomas N. Sleight**, director of commodity services **Donald B. Ayers**, and grain marketing services supervisor **Thomas M. Thompson**.

Carlton Courter grew up on his parent's dairy farm in Virginia, which has been in the family since 1737 by King's Grant. He worked as a field man for a regional milk marketing cooperative, then joined the Virginia Agribusiness Council for 13 years, where he was executive director then president for 10 years. In 1994, he was appointed Commissioner of the VDACS. **Tommy Thompson** started his career with the VDACS in 1967 as a licensed sampler, became a licensed weigher, and obtained his inspector's license in just a year. He became a field supervisor in 1982, and was promoted to his current position in 1996.

The VDACS started providing services under its Grain and Hay Section in 1941. Under wartime con-

ditions, from 1942 through 1945, the Commonwealth did not expand as rapidly as they had hoped. The grain business began expanding starting in



Designation signing ceremony with Virginia. Pictured (standing, L to R) Jan Hart, Pat LaCour, Thomas Sleight, Donald Blankenship, Don Ayers, and Tommy Thompson, (seated): Jim Baker and Carlton Courter.

1945. In 1956, the first export elevator built was Cargill's South Norfolk facility. Virginia was first delegated to provide official export services under the USGSA in 1978. They received their first 3-year designation to provide domestic services that same year. The VDACS services the Commonwealth of Virginia via two export facilities in Norfolk and Chesapeake, and at those locations and two other SSP's in Richmond and Harrisonburg for domestic services. The VDACS inspected 5 ships for export in fiscal year 2000. They performed 3,616 full-grade inspections last year, inspecting 139 sublots, 78 barges, 1,282 railcars, 57 trucks, 2,043 submitted samples, 8 reinspections, and 9 other inspec-

tions. They also provided 1,402 official-commercial inspections, 342 wheat protein inspections, 544 soybean protein and/or oil inspections, 25 aflatoxin tests, and 343 DON tests. In addition, a total of 184 weighing services were provided.

As with FGIS' other partner official agencies that we have visited, it was a pleasure for **Jim** and **me** to visit these three to honor them receiving their full 3-year designations. **Jim** mentioned that he has enjoyed visiting with the official agencies during these ceremonies tremendously, and will miss the positive camaraderie and hospitality shared with him.

2000 Annual Report Available

The GIPSA its annual report for fiscal year 2000.

The report summarizes the Agency's organizational structure and functions, program activities and accomplishments, management initiatives, and financial status for fiscal year 2000.

The report is available for downloading and browsing from GIPSA's home page (<http://www.usda.gov/gipsa/pubs/00ar/00arindex.htm>). Limited amounts of hard copies also are available.

What is Cyber Crime?

(From the Cyber Citizenship Organization)

Carol Remmers, Washington, DC

The Department of Justice categorizes computer crime in three ways:

- The computer as a target — attacking the computers of others. (spreading viruses is an example)
- The computer as a weapon — using a computer to commit “traditional crime” that we see in the physical world (such as fraud or illegal gambling).

- The computer as an accessory — a “fancy filing cabinet” to store illegal or stolen information.

Reports of alleged computer crime have been a hot news item of late. Especially alarming is the realization that many of the masterminds behind these criminal acts are mere kids. In fact, children no longer need to be highly skilled in order to execute cyber crimes.

“Hacker tools” are easily available on the Net and, once downloaded, can be used by even novice computer users.

This greatly expands the population of possible wrongdoers. Children (and sometimes their parents) think that shutting down or defacing Web sites or releasing network viruses are amusing pranks. Kids might not even

realize that what they are doing is illegal. Others might find themselves hanging out online with skilled hackers who share hacking tools with them and encourage them to do inappropriate things online. Unfortunately, some of these kids don’t realize that they are committing crimes until it is too late. Even more distressing and difficult to combat is the fact that

what you do when no one is watching.” So it is with the Internet. Online, people can feel invisible and capable of doing things they normally wouldn’t do in person or in public - things that they know might be wrong. As the Internet becomes an indispensable tool for everyday life, it is more important than ever to dust off the concept of “citizenship” and apply it to the online world.

Relatively new terms, “cyber-citizenship”, “cyber ethics”, and “netiquette” refer to responsible cyber social behavior. These terms refer to what people do online when no one else is looking. As our kids go online in increasing numbers, cyber-ethics is a critical lesson, especially since poor e-habits can start at an early age.

Unfortunately, we are learning all too well that children armed with computers can be dangerous and cause serious damages and harm, regardless of whether they are trying to be mischievous or intentionally commit cyber-crimes.

For more good cyber-citizen information, please visit: <http://www.cybercitizenship.org/index.html>

Ten Commandments of Computer Ethics from the Computer Ethics Institute

1. Thou shalt not use a computer to harm other people.
2. Thou shalt not interfere with other people’s computer work.
3. Thou shalt not snoop around in other people’s computer files.
4. Thou shalt not use a computer to steal.
5. Thou shalt not use a computer to bear false witness.
6. Thou shalt not use “stolen” or unlicensed software.
7. Thou shalt not use other people’s computer resources without authorization.
8. Thou shalt not appropriate other people’s intellectual output.
9. Thou shalt think about the social consequences of the program you are writing.
10. Thou shalt always use a computer in ways that insure consideration and respect for your fellow humans.

some in the media portray the computer criminal as a modern day Robin Hood. Nothing could be further from the truth.

Many Security Experts believe this trend could be minimized if parents taught their children that cyber crime does have real consequences and real people do get hurt.

An old adage tells us “Character is

Professional Ag Workers Conference

Sharon Williams, African American Emphasis Program Manager, Washington, DC

The Tuskegee University, Tuskegee, AL, along with other interested entities, sponsored its 58th Annual Professional Agricultural Workers Conference (PAWC) on December 3-5, 2000. In recognition of Indian Heritage Month last November and the advent of Black History Month in February, the theme was "Land, Community and Culture: African American and Native American/Native Alaskan Connections."

The PAWC is an annual forum committed to a world that values and promotes an holistic approach, equal opportunity, and equitable access to all growth opportunities for sustainable development of communities and natural resources. Its mission is to enhance the skills and contributions of agricultural and related professionals (business, government, university and community professionals) involved in discovery, dissemination and use of emerging technologies, information, problem solving, policy formulation and strategy development for the advancement of people and communities.

I accompanied **Eugene Bass**, director, Civil Rights Staff, to the conference to provide support, network, and gain valuable knowledge, skills and information for professional use as an agricultural worker.

The conference was well represented by USDA, the Department of Interior, and other Federal agencies; 1862, 1890, and 1994 land grant colleges and universities; and community organizations and state and local agencies.

USDA's mission areas such as the Marketing and Regulatory Programs, Forest and Natural Resources Programs; Research, Education and Economics; Rural Development; and Farm and Foreign Agricultural Services were major contributors of the activities which led to the success of the conference. Some of the workshop topics included:

- Environmental Justice Issues in Ethnic Populations;
- The Impact of 2501 in Rural America;
- Small Farm and Limited Resource Audience Issues;
- Community and Rural Development Issues;
- International Development Issues: Sustainability Environment and Natural Resource Management;
- Spirituality and the Role of Religion on Community, Land, and Culture;
- Perspectives on African Ameri-

can and Native American/Native Alaskan Connections;

- Engagement in International Development: Public Health and Population/Study Abroad;

... and many more. Luncheons and dinners honoring men, women, and students of exemplary leadership, accomplishment, and character were also components for making the conference successful.

I would be remiss if I did not mention some of the remarkable individuals, groups, and places that have made Tuskegee University a historic site. Its founder and educator, Booker T. Washington, is today regarded as a major figure in the struggle for equal rights, one who founded a number of organizations to further the cause, and who worked tirelessly to educate and unite African Americans. Scientist and agricultural researcher, George Washington Carver, is renowned for his work with peanuts and sweet potatoes. The George Washington Carver Museum houses other Carver exhibits and a display of African art. And, the Tuskegee airmen, a team of Black men trained at the University (as part of a successful experiment) to become fighter pilots in the U.S. Armed Forces. There is more history to savor as well.

If all this is of interest to you, I urge you to attend next year's conference, and by all means, take in the history, too.

Help is within reach.

For confidential assistance,
call your Employee
Assistance Program

Washington, DC personnel, call...

301-570-3900

or 1-800-222-0364

Field personnel, call...

1-800-222-0364

GIPSA's National American Indian Heritage Month Observances

The Denver Regional Office and Washington, DC, headquarters celebrated the American Indian Heritage Month in November with various festivities. **Donovan Paul Hughes** and **Deborah Shipman**, GIPSA's Special Emphasis Program Co-Managers, coordinated the observance programs.

Denver's festivities on November 13, were hosted by **Mary Miller**. Paul coordinated the event with a luncheon and guest speakers, **Debbie Emhoolah**, representative of the "Colorado Plains Indian Dancers", **John Gritts**, Native American Indian College Fund, and **Margaret Tyon**, Denver Indian Center. The Colorado Plains Indian Dancers performed various types of dances, and **Ms. Emhoolah** interpreted each dance.

Joey McNeil and **Deborah** provided the agency with historical American Indian facts and notices on weekend Powwow events. An educational videotape "Dispelling Myths" highlighted the visions of their culture was on display for all headquarters' employees to view. Calendars of historical events were distributed to various offices. Photos of great Indian Chiefs and a historical map of various Indian tribes located throughout the United States, where they once thrived were also on display on the first floor, sixth wing.

Headquarters celebrated the occasion on November 30, with Indian music, recipes, colorful programs, guest speakers (**Garet J. Moravec**, member of the Seneca Nation, **Greg Demery**, member of the Lumbee Nation) and an Indian dance and poetry from **Cynthia A. Zurmuhlen**, spiritual counselor. **JoAnn Waterfield**, deputy administrator, Packers and Stockyards Programs, introduced the keynote speaker.

Both observances were successful, and brought awareness of American Indian issues. We hope that these observances will help GIPSA pursue recruitment and internship opportunities for American Indians and Alaska Native Americans.

GIPSA News is the employee newsletter of the USDA Grain Inspection, Packers and Stockyards Administration. Send your news, ideas, suggestions, comments, questions, or thoughts for the next issue to:

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by January 25, 2001!

Advance Notice of Proposed Rulemaking

As part of the Administration's initiative to improve consumer access to information on biotechnology, GIPSA, in conjunction with the Agricultural Marketing Service, published an advance notice of proposed rulemaking (ANPR) seeking public comment on USDA's role in facilitating the marketing of grains, oilseeds, fruits, vegetables, and nuts in today's marketplace with biotech and non-biotech crops.

The ANPR was published in the *Federal Register* on November 30, 2000. The comment period will close on February 28, 2001.



For more information on the rulemaking, visit the ANPR page on GIPSA's web site at: www.usda.gov/gipsa/biotech/anpr/anpr.htm.

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