



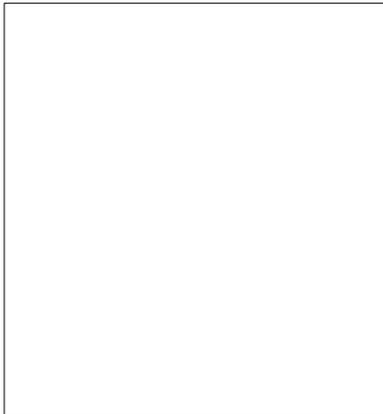
# GIPSA News

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

February 1999

## From My Desk

*Jim Baker*



*Administrator Jim Baker*

I feel good about 1999 being a good year for this Agency. I want to think that we will continue to learn from the past to prepare for the future. Issues that we faced in the past won't go away, and new ones will spring up each day. We will be measured by how we face our challenges.

On January 28-29, GIPSA senior managers and I joined Under Secretary **Mike Dunn** at the Marketing and Regulatory Programs mission area's managers' retreat. For that meeting, we were asked to list our priorities for the upcoming year. Listed below are the seven areas that I see as priorities for GIPSA. Look these over. I'm sure that this is not a complete list and that it will be added to pretty regularly. I just wanted you to know what I see on the horizon for GIPSA in 1999.

### GIPSA's Priorities for 1999

1. To make a difference for the producers and stake holders we serve.
2. To make sure GIPSA is 100 percent compliant for all Y2K systems and programs.
3. To make training a priority.
4. To begin rebuilding the reserves in the user fee programs.
5. To ensure the safety and health of all employees.
6. To address our key legislative agenda and rulemaking.
7. To successfully win the IBP case.

### In This Issue

Names in the News.....	2
Travel Bits & Pieces .....	3
January Issuances .....	3
Personnel On-Line .....	3
Ken Palmer Recognized .....	4
Letter of Thanks .....	4
Idea Hotline Update .....	5
Kao Takes New Position.....	6
Are You Going? .....	6
Leadership Tips.....	7
Thanks to Grand Forks .....	7

# Names in the News

## Personnel

**Carl Galopin**, computer specialist, Information Resources Management, accepted a position with the Risk Management Agency.

**Chuan Kao** and **Gary Gabbard**, Technical Services Division, retired effective January 30, 1999.

The New Orleans Field Office welcomes their new electronic engineer, **Lane LeJeune**, who reported to work this period.

**Raymond Minks**, Financial Branch, was selected to be the assistant to the director of Policy/Litigation Support.

**Denise Redding**, auditor, Indianapolis, who accepted a position in the private sector.

**John Rollins**, marketing specialist, Trade Practices Branch, has accepted the position as supervisory packer and poultry position in the Atlanta regional office.

## Condolences

Licensed Inspector **Dale Huyck** passed away January 8, 1999, while on duty in Pekin, IL. He was 46 years old. **Dale** was an agricultural commodity grader in the Peoria Field Office for 19 years, until it closed in 1995. During the past 2 years, he was employed by the Central Illinois Grain Inspection, an official agency of FGIS. A memorial fund has been established for **Dale's** son, **Dustin**. Contributions for **Dustin's** college education fund may be sent to: Dustin Huyck, 5534 S. Robin Ave., Tuscon, AZ 85746.

**Gerald King**, former employee of the Stuttgart Field Office, passed away. During his career, **Gerald** worked in the Stuttgart, Greenville, and New Orleans Field Offices.

## Awards

**William R. Braker**, **Richard E. Frantz**, **Michael T. Hojnacki**, **Matthew I. Rice**, **Lynn E. Thomas**, and **Patrick L. Wright**, Toledo, OH, received time-off awards for working long, hard hours and carrying out their duties in a professional manner. Many times, they were diverted from one service location to another on a moment's notice and covered the jobs without complaint and with professionalism.

**Charles M. Britton**, Federal/State Office, Sacramento, CA, received a performance award for his continuous contributions to the development and enhancement of the Quality Assurance Program in the California Federal/State Office and FGIS nationally.

**David Davis**, economist, **Melinda Meador**, legal specialist, and **Maggie Mills**, marketing specialist, Denver, received spot awards for extra effort in conducting and completing the Nebraska Formula/ Grid Out Investigation.

**Tanika Harris**, secretary, Office of Economic/Statistical Support, received a performance bonus for exemplary performance in assisting the P&S Office of the Deputy Administrator.

**Claudia McGrady**, secretary, Office of Policy/Litigation Support,

received a performance bonus for exemplary performance in assisting the Office of Economic/Statistical Support.

**John Sharpe**, FMD, Washington, D.C., received an extra effort award for demonstrating exception leadership and management skills in overseeing FGIS' Quality Assurance/Quality Control (QA/QC) Program and coordinating the roll-out of the new QA/QC computer system.

## 30-Year Service Award

Paul Robertson, Beaumont, TX

## 20-Year Service Awards

Cleve Ellis, Portland, OR  
Dorothy Grigsby, New Orleans, LA  
Kathryn Pankiewicz, Portland, OR  
Wanda Pittman, New Orleans, LA

## 15-Year Service Awards

Nelson Buck, Washington, DC  
Cedric Howell, New Orleans, LA  
Norma Torres, Washington, DC

## 10-Year Service Awards

Ruth Goff, Kansas City, MO  
Douglas Lacefield, Washington, DC  
Sandra Metheny, Stuttgart, AR  
Lisa Nagley, Washington, DC  
Mark Ruth, Kansas City, MO  
Sherrill Scalise, Moscow, ID  
Edward Stallman, Grand Forks, ND

## Personnel On-Line

If you are looking for information on personnel issues and services, the Marketing and Regulatory Programs (MRP) Human Resources (HR) home page is the place for you. There's information on:

- Job Searching
- Benefits
- Pay, Leave, and Tours of Duty
- Classification, Recruitment and Staffing
- Employee Ethics, Performance, and Recognition

- Guides and Directives
- Time Sensitive/News Items
- And more!

Visit the MRP HR site today at:

[www.aphis.usda.gov/mb/mrphr/](http://www.aphis.usda.gov/mb/mrphr/)



## January Issuances

*Charlie Turner, Washington, DC*

- FGIS-99-1, "Protein Instrument Approval," dated 1/11/99
- FGIS-99-2, "Fees for FGIS Official Inspection and Weighing Services Performed by FGIS in the United States and Canada and for Supervision of Official Inspection and Weighing Services Performed by Agencies," dated 2/1/99
- Revised Page to the Chapter 5 of the "Pea and Lentil Handbook." dated 1/1/99. (Currently being printed.)

## Travel Bits & Pieces

*Peggy Smith, Washington, DC*

**VISA Cards.** For those of you who have experienced problems using your VISA travel card at gas stations or for parking at airports, please be patient. NationsBank is aware of these problems and is diligently working to resolve them.

However, they are having trouble pinpointing and fixing the cause of the ATM accessing problems. Bank representatives can only suggest that cardholders use ATM machines where the VISA logo is prominently displayed. Headquarters employees should be able to use the ATM machines in the South and Whitten Buildings in the very near future. June was the original time that the machines would be converted from American Express to VISA, but due to numerous calls, the Credit Union has moved this project forward.

Along with new per diem rates that were effective January 1, lodging taxes have been extracted from lodging rates and the taxes should be shown on the travel vouchers in the Miscellaneous Expenses section.

**Mileage Rates.** Mileage rates will be DECREASED from 32.5 cents to 31 cents per mile only for privately owned automobiles, effective April 1, 1999.

## Black History Month



**February 1999**

# NCLMA Recognizes Ken Palmer

On December 12, 1998, the North Carolina Livestock Markets Association presented a plaque to **Ken Palmer**, Bedford, VA, at their annual meeting in Asheville, NC. The plaque read:

*In recognition and appreciation for many years of honest and dedicated service to the livestock industry and especially for his even-handed means of administering regulations and impacting information to the livestock auction markets.*

Dear GIPSA:

On behalf of the students and coaches participating in the 1998 National Collegiate crops Contests in Kansas City and Chicago, I wish to thank you and FGIS for your support of our program. Your personnel at the Technical Center in Kansas City and the Field Office in Kansas City did an excellent job in preparing the grain grading samples for our contests. We also had a fine tour of the Technical Center during our stay in Kansas City. I especially want to acknowledge Mr. Eurvin Williams, BAR, and his staff who prepared the samples for Kansas City. Also, to Ms. Mary Vick and Mr. Mitch Doak at the Field Office who prepared samples for Chicago. We appreciate the long term support that FGIS has given for this excellent program. The students who participate in this contest certainly gain a great appreciation for the activities of FGIS and important role that you have in the grain marketing industry.

Participation in the crops contest provides an excellent educational opportunity for some of the best and brightest students studying agriculture in our institutions. I have been involved with the program for almost 15 years, and it is one of the most rewarding experiences I have had as a college teacher. Our students not only learn valuable skills related to grain and seed quality and plant and seed identification, but also have excellent opportunities for professional development through the tours, industry contacts, and interaction with other students.

Thanks again...for your long term support. Without your involvement through preparation of the grain grading samples, we simply could not continue the contest in its current format. I know it takes a large commitment of time on your part, and for that we are truly grateful.

Kevin J. Donnelly  
Secretary, Collegiate Crops Contest  
Kansas State University

What a great tribute to a long-time P&S employee. **Ken** began his career as a livestock marketing specialist with the former Packers and Stockyards Administration on June 1, 1970, in Denver, CO. In September 1970, he transferred to Huntington Park, CA. **Ken's** wife, **Nan**, says they were in Denver only long enough to unpack, have a baby, and pack up again! **Ken** stayed in California a bit longer — until 1978 when he became supervisory livestock marketing specialist in Sterling, VA, which later moved to Bedford.

Says **Ken** of his tenure with P&S, "Early on in my career, I developed the philosophy that to be a success in dealing with people, I need to treat them in the same manner that I liked to be treated. I have always tried to be open, honest, true to my word, tolerant of others, and a good listener. This philosophy has enabled me to achieve my career goal of being a credit and an asset to the livestock industry."

Great philosophy, **Ken**, it paid off! Congratulations and thanks for representing GIPSA so admirably!



# GIPSA Idea Hotline Update

*Norma Phelps, Washington, DC*



Here are the ideas received on the GIPSA Idea Hotline during December 1998 and January 1999. If you have questions about any ideas or the Hotline, please call me at 202-720-1017.

*Suggestor*

*Suggestion*

Nabil Azmy, Kansas City, MO	Detail QASs to BAR for 2 Weeks of Training
Debbie Bobino, Beaumont, TX	Schedule Biannual Meeting Between BAR and FMD s SPB
Robert Medley, New Orleans, LA	Auction Off Excess Computers to Employees
	Set Up Electronic Inspection Logs to Total Garlic Counts
	Set Up E-Mail Boxes for Field Employees at Remote/Onsite Locations
	Set Up FGIS Code Box Between Port Box and Loading Started Boxes
Dawn Cowan, Washington, DC	How Are Recommendations for Administrator's Awards Evaluated?
Sue Ann Claudon and Jody Boydston-Johnson, Ft. Worth, TX	Send One Letter Announcing Reorganization to Registrants/Packers/Poultry Dealers
John Blake and Tom Reagan, Beaumont, TX	Use APHIS/PPQ Personnel to Sample Commodities/Grain at Border Points
Paul Hadyka, Washington, DC	Use Word Software for All Documents That Get Passed Around
Bob Lijewski and Marty Begley, Washington, DC	Recommend the Agency Approve and Implement Transit Incentives
William Arce, Des Moines, IA	Issue a New Set of Standard Policies/Procedures to Each New Employee
Johnny Cox, Stuttgart, AR	Develop a Double-Sided Rice Inspection Board
Tom Reagan, Beaumont, TX	Furnish Pocket Laser-Pointers to be Used in Shiphold Inspections
Scott Cooley, Olympia, WA	Acquisition Certified Seed for Wheat Libraries and Training Stock
Robert Petersen, Moscow, ID	Post Field Office and Agency E-mail Addresses on the GIPSA Home Page
Jan Roehler, Minneapolis, MN	Include Dates and Numbers of Directives/Regulations on the Home Page

December's tee-shirt winner: **Dawn Cowan**, Washington, DC

January's tee-shirt winner: **Robert Petersen**, Moscow, ID

### **GIPSA Hotline Ideas Accepted and Approved for Implementation During December 1998 and January 1999**

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.

- Reevaluate Anchor Agreements Between BAR, QAS s, and FOM s
- Appoint Contact Person to Handle Administrative Matters
- Issue a New Set of Standard Policies/Procedures to Each New Employee

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via GroupWise to GIPSAIDEA; HP Desk to Ideas; Internet to ideas@fgis.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.**

# Kao Takes Prominent New Position

*Steven N. Tanner, TSD*

Congratulations to **Dr. Chuan Kao**, research scientist in the Analytical, Reference and Testing Services Branch at the Technical Services Division, Kansas City, MO. **Dr. Kao** has decided to retire and accept the position as Director of the China Grain Products Research and Development Institute in Taipei, Taiwan.

A native of Taiwan, **Dr. Kao** graduated from the National Taiwan University in 1967 with a Bachelor of Science degree. **Dr. Kao** then moved to the United States where he attended Kansas State University and received a Master of Science degree in 1971 and a Ph.D. in 1974. His primary focus was cereal chemistry. **Dr. Kao** joined GIPSA in 1983 after working as a research scientist with Farmland Industries, Inc. for approximately 9 years.

During his tenure in the Federal government, **Dr. Kao** was instrumental in the development of various applications using Near Infrared technology. Many of the earlier techniques used with Near Infrared technology by FGIS were modified and developed by **Dr. Kao**. He was also involved in the evaluation of some of the first aflatoxin test kits approved for use in the official inspection system. Most recently **Dr. Kao** developed methods to analyze lead and cadmium in wheat and corn, and iron and zinc in processed commodities.

While **Dr. Kao** is truly an excellent scientist, he has been very active working with organizations both within and outside the federal government to further the understanding and appreciation of all people, including serving as President of the North

American Taiwanese Professional Association, and as GIPSA's Asian-Pacific American Special Emphasis Program Manager. He also is a true humanitarian who could be counted on to participate in and contribute to the Combined Federal Campaign, Unity Day Celebrations, Kansas City Day of Caring, and other related activities. We could always count on **Dr. Kao** to participate and lend a helping hand.

At TSD, we are all better educated about the customs, cultures, and general ways of life in southeast Asia and especially the island of Taiwan due to the lunchtime seminars that **Dr. Kao** would coordinate and present. These were memorable events because he always showed us examples of real life depicted in artwork, clothing, video tapes, pictures, maps, etc.

A man of many talents, **Dr. Kao** was always willing to help a co-worker or a neighbor with his auto mechanics, electrical, and plumbing skills. In fact, here at TSD, **Dr. Kao** saved us hundreds of dollars in expensive glassware when he repaired the equipment using his glass blowing skills.

A very positive aspect of this move is that the China Grain Products Research and Development Institute sends representatives to visit the United States and often they include a visit to GIPSA in their agenda. What a great story to tell – that one of our own is now going to lead an organization in another country where we do business. Outstanding!!

We wish **Dr. Kao** and his family much happiness and success with this new challenge!

---

## Are You Going?

- 3-5 American Feed Industry Association Purchasing and Ingredient Suppliers Conference, San Diego, CA
- 6-9 GEAPS Exchange, Convention Center, Tampa, FL
- 7-9 AOM Soft Wheat Meeting & Crop Forecast, Fort Myers, FL
- 13-14 AOM Central District And Wheat State Joint Meeting, Manhattan, KS
- 21-23 NGFA 103rd Annual Convention, San Francisco, CA
- 23-25 American Feed Industry Association \*AGRA of the Americas Expo, Jalisco, Mexico
- 28-29 AOM Southeastern District Meeting, Charlotte, NC, 913-338-3377

If you'd like to represent GIPSA at any of these or other events in your area, the GIPSA display booth and other educational materials are available for your use. For outreach assistance, contact **Dana Stewart**, at telephone 202-720-5091, via FAX 202-205-9237, or via e-mail to [dstewart@fgis.usda.gov](mailto:dstewart@fgis.usda.gov).

# Leadership Tips

*Joe Hearn, League City*

Our basic goal as leaders should be to positively and effectively impact the behavior of those we lead. We must become more aware of what motivates people, because motivation is a powerful human element.

In his book, "management of Organizational Behavior," Kenneth H. Blanchard outlines in everyday language the concepts that are needed to be a successful motivator and organizer of human behavior.

Some of the key elements are precisely outlined strategies for effectively establishing and maintaining human organizations. It identifies the tools and skills leaders need to meet the special challenges of today. Since

we have progressed from a basically agrarian society to a dynamic, interactive industrial society, problems that we face now cannot be solved by scientific and technical skills alone. They require social skills.

There are three components of leadership competencies: the ability to diagnose a situation; to help adapt; and, last, but perhaps most important, to be an effective communicator.

Employees need a say in their destiny; a sense of ownership. When given an opportunity to provide input and made to feel valued, all of us are happier and more productive. There is no best way to influence people.

Two concepts on implementing

leadership are one-minute goal setting and one-minute praising. One-minute goal setting involves making sure that all employees are clear about what they're asked to do and what good performance looks like. Once this is achieved, there is one-minute praising. Praising is the most powerful activity a leader can do. It is the key to making winners out of everyone. Look around your office and see if you can "catch people doing something good." When you do, give a one-minute praising that is immediate and specific.

One last key to effective leadership: follow up. All else fails unless follow-up is consistent and relevant.

**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:

**Dana Stewart**  
USDA, GIPSA, Stop 3601  
1400 Independence Avenue, SW  
Washington, D.C. 20250-3601  
Phone (202) 720-5091  
FAX (202) 205-9237  
Internet: [dstewart@fgis.usda.gov](mailto:dstewart@fgis.usda.gov)

**by February 22, 1999!**

*Tom Wrenn and the staff of the Grand Forks Field Office received this letter from the North Country Food Bank :*

Dear Tom:

In 1998, the North Country Food Bank received 16,100 pounds of beans and other food from your office. This food is nutritional and is welcomed by many of our member non-profit agencies which serve the needy.

We appreciate the helpfulness of your staff in notifying us of the donations and assisting with the loading. We commend you and your staff for your considerable assistance in helping the disadvantaged.

Sincerely,

Ron Graham  
Executive Director  
North Country Food Bank

OFFICE OF THE ADMINISTRATOR  
USDA, GRAIN INSPECTION, PACKERS  
AND STOCKYARDS ADMINISTRATION  
STOP 3601  
1400 INDEPENDENCE AVENUE, SW  
WASHINGTON, DC 20250-3601

---