



GIPSA News

The newsletter of the employees of the Grain Inspection, Packers and Stockyards Administration

March 2011

Cultural Transformation

J. Dudley Butler



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By now you should have heard about USDA's Cultural Transformation Initiative begun under the leadership of **Secretary Vilsack**. I am personally committed to this initiative and want to share my thoughts about it with you.

But first, what exactly does "cultural transformation" mean? Cultural transformation is the process of creating a workplace where all employees and customers are treated with dignity and respect. It involves ensuring an ongoing opportunity for all employees to succeed and to engage in the achievement of our mission. Examples of cultural transformation include ensuring that we have a diverse workforce; that we provide employee development and training; that we offer a modern workplace for a modern workforce; that we deliver efficient and effective programs for our customers; and, ultimately, that GIPSA is an employer of choice.

A successful organization must create an environment of inclusion and high performance, as well as a culture that adapts to ongoing demographic changes. All of us, at every level of the organization, must recognize the contributions that all individuals can make – regardless of their specific background or their level in the organization.

Every USDA employee – from the Secretary to the summer intern – is an asset and can be an agent of transformation. It all begins with listening to others' ideas and concerns, and acting on them when appropriate. Every human interaction is an opportunity to do so by being aware of how we treat others. Actually, it is quite simple; just treat others as you wish to be treated.

GIPSA has already taken tangible steps to support the objectives of the cultural transformation initiative, including establishing the Change Control Working Group, providing the opportunity for 20 employees to complete the Leadership Development Program last December, and seeking employees' views through the recent Organizational Assessment Survey.

We will share information about other GIPSA and USDA initiatives supporting cultural transformation in upcoming months. In the meantime, I encourage you to read more about USDA's cultural transformation at <http://culturaltransformation.usda.gov/> or contact John Pitchford, GIPSA's representative to USDA's Cultural Transformation Task Force, at 202-720-0226 or by email to john.b.pitchford@usda.gov.

Names in the News

PERSONNEL

Randy Deike is the new manager of the Portland Field Office. **Randy** reported to the office on February 14, 2011, and worked with retiring manager **Ed Durgin** until **Ed's** retirement on February 28. **Randy's** career in grain inspection began in 1976, when he worked in the Portland Field Office. He later worked in FGIS offices in Galveston, TX, and Seattle, WA. In 1980, he joined the Washington State Department of Agriculture (WSDA) Grain Inspection Program, most recently serving as WSDA's Grain Inspection Program Manager.

Lisa Fyall is the new supervisor of Management and Budget Service's administrative unit, which supports various agency-wide administrative programs, including travel, transit incentives, telework, flexiplace, the Grain Inspection Advisory Committee, organizational design and reorganization implementation, and a variety of human resources activities. **Lisa** comes to GIPSA from USDA's Farm Service Agency. Prior to her USDA service, **Lisa** worked for the Virginia Department of Transportation and served in the U.S. Army. **Lisa** holds advanced degrees in Management Studies and Human Resource Administration from the University of Maryland and Central Michigan University, respectively.

Pat McCluskey is the new chief of the Policy, Procedures, and Market Analysis Branch of the Field Management Division (FMD). **Pat** joined GIPSA in 2001 as an agricultural marketing specialist in the newly formed Market Analysis and Standards Branch. **Pat** has Bachelors of Science and Masters of Science degrees in Grain Science from Kansas State University.

Sandra Metheny is the new manager of the Stuttgart Field Office. She had been the acting field office manager since August 2010. **Sandra** started her Federal career with GIPSA in 1989 as an agricultural commodity grader in Stuttgart. She also had served as the collateral duty equipment specialist, training officer, and commodity coordinator until 1997. From 1997 to 2010, **Sandra** served as the scale specialist/industrial specialist for the Stuttgart Field Office.

Ron Metz is the acting assistant director for FMD's Field Operations and Support Staff (FOSS). **Ron** will handle questions on inspection and weighing for all of the agencies assigned to FOSS as well as the Cedar Rapids territory. Questions concerning *FGISonline* applications should be directed to the appropriate *FGISonline* specialist.

Ed Stallman is the new manager of the Grand Forks Field Office. **Ed** received a Bachelor of Science degree in Agronomy from North Dakota State University. He started his career in 1976 as a technician for the North Da-

kota Protein Lab in Fargo, ND, and then worked as a grain inspector from 1978 to 1989 for the North Dakota Grain Inspection Service. **Ed** joined FGIS as the Grand Forks Field Office's quality assurance specialist in 1989, and was promoted to assistant field office manager in 2008. He had been acting manager since May 2010.

RETIREMENT

Gertrude (Gerti) Curry, Technical Services Division (TSD), retired on February 25, 2011, after 22 years of service with FGIS. She started her career at the FGIS Commodity Testing Laboratory (CTL) in Beltsville, MD, where she was a sanitation technician determining insect fragment and rodent hair counts in processed commodities. She moved to Kansas City when the CTL transferred to TSD in 1996. Since 2000, she has been performing air oven moisture tests. In April 2011, **Gerti** and her husband, **David**, will move back "home" to Maryland, where she looks forward to spending time with her 11 grandchildren and one great-grandchild. We will greatly miss her warm smile and her professional contributions to our mission, and we wish her a very long, happy, and healthy retirement!

*Continued, see Names
on page 3.*

Names, from page 2.

CONDOLENCES

Gary Gabbard, 67, of Independence, MO, died February 3, 2010. **Gary** joined FGIS in 1988 and was very involved in implementing and maintaining the official soybean near infrared transmittance oil and protein program. He retired in 2000.

AWARDS

David Ballard, Portland, received a spot award for helping the industrial specialist (IS) fulfill the mission of the Agency and providing enhanced customer service when the IS was unavailable to provide requested service.

Wade Berteau, Washington, DC, received a spot award for working day and night to provide exemplary customer service to the Portland Field Office by delivering Cu-Sum training which enhanced graders' abilities to implement the Agency's ITW program.

Charles Britton, Sacramento, received a spot award for outstanding performance in working with the trade and official agency personnel to improve the quality and delivery of customer service.

Patricia Gustin, Moscow, received a spot award for providing outstanding customer service during a period of increased service requests and reduced staffing.

Ryan Heath, Portland, received a spot award for demonstrating exemplary customer service and professionalism by covering multiple assignments during periods of high work volume and reduced staffing.

Chad Johnson, Portland, received a spot award for outstanding effort in performing a notable number of mycotoxin analyses for several customers to ensure the timely delivery of requested services.

Raymond Kirkpatrick, Portland, received a spot award for providing a wheat grading seminar on managing hop inspection activities at the 2010 Elevator Managers' Workshop, and for coordinating and implementing training activities.

Vicki Kottke, Moscow, received a spot award for providing exemplary customer service, even when hospitalized, to fulfill the mission of the Agency and to ensure that service requests were completed in a professional and timely manner.

Marsha Love, Portland, received a spot award for providing outstanding information technology customer service to maintain equipment stability, providing access assistance to field office employees, and for assisting with Cu-Sum training offered to field office graders.

Randy Lunning, Moscow, received a spot award for exemplary leadership in the suboffice and for providing outstanding customer service to fulfill the mission of the Agency.

Susan Martin, Washington, DC, received a spot award for dedication and professionalism in representing GIPSA on the USDA/Marketing and Regulatory Program's 2010 Combined Federal Campaign Steering Committee's Finance Team.

Shane Minden, Moscow, received a spot award for his willingness to work extended and irregular shifts to provide outstanding customer service during a period of increased service requests and reduced staffing.

Stacey Schofield, Denver, received a time-off award for her hard work in ensuring the scale test program is operating according to the Standard Operating Procedures.

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

FGIS Matters....!

Randall Jones, Washington DC

As of February 18, 2011, total inspections are just over 8 percent ahead of last year's and 16 percent ahead of the 5-year average. Wheat continues to be a primary driver behind the increase, up nearly 4 million metric tons (mmt) over last year. Corn inspections are running 0.6 mmt ahead of last year but still lag the 5-year average by 3.0 mmt. Soybean exports, primarily to China, are slightly ahead of last year's record pace and currently account for the bulk of our exports at 28 mmt. Year to date, corn exports are at 15.4 followed closely by wheat at 12.4 mmt.

New Orleans has shown the largest increase in volume, up 4.3 mmt or 18 percent above last year at this time. The vast majority of this boost has come from soybeans, which alone account for 2.0 mmt of the increase. The Field Operations and Support Staff (FOSS), League City, Olympia, New Orleans, and Toledo continue to handle large increases in wheat, up 0.2 mmt (167 percent), 2.4 mmt (104 percent), 0.8 mmt (55 percent), 0.5 mmt (43 percent), and 0.5 mmt (82 percent) from a year ago. In fact, all of League City's increase has been the result of increased wheat exports. Cedar Rapids' volume has increased 0.1 mmt (25 percent) over last year, largely due to increased corn inspections.

On February 23-24, 2011, USDA held its annual Agricultural Outlook Forum in Washington, DC. The Forum, which has been sponsored by USDA since 1923, regularly draws distinguished speakers and attendees. This year is no exception as **Secretary Vilsack** and **Deputy Secretary Merrigan** participated as well as former **President Bill Clinton**. The Forum allows USDA to share with agricultural leaders its perspectives on agriculture, economics, and rural America. The Forum also is an opportunity for USDA to learn as well. Thanks to **Sherri Murphy, Jennifer Hill, Bill Ashley, Caroline Thorpe, Mark Kemp, Erik Mojica, Carl Jackson, and Andy Greenfield** for volunteering to staff the GIPSA booth at the Forum.

At the end of this month, I will travel to New Orleans to meet with FGIS managers during our spring managers' meeting and with the participants in the FGIS Intern Program. This will be a great opportunity for our managers to interact with the intern class and share ideas regarding the future of our program and how we can continue to provide high quality services that our stakeholders deserve. I look forward to meeting the interns.

Regarding our reorganization, we continue to work with Management and Budget Services to complete the necessary administrative changes and will inform all employees when we are in a position to move forward.

Keep up the good work and stay safe!

Issuances

*Terri Henry,
Washington, DC*

- Departmental Regulation 4080-811-002, Telework Program, dated January 25, 2011

Travel Bits & Pieces

*Rose Alexander,
Washington, DC*

Inappropriate Use of Travel Cards: The Department is monitoring travel card usage for inappropriate activity. The rules state that, as a traveler, you may not use your travel card for per diem expenses (lodging, meals, and incidentals) within 35 miles of your home or duty station. Travelers can use their cards to purchase gas or pay for a taxi to the airport, but not to buy a meal at the airport.

If your card is flagged by the department, you will be required to provide justification of your use. If inappropriate activity is found, disciplinary action may be taken.

For more information regarding travel card rules go to the following site: www.usda.gov/procurement/ccsc/.

Toledo Gets Certified

Phil Tate, Toledo

In February, seventeen Toledo Field Office employees of took part in CPR/First Aid/ Automated External Defibrillator (AED) training. The training , which was given by two Toledo paramedics/firefighters/EMS instructors, was excellent and especially valuable since changes have been made to CPR procedures.

All participating employees also were certified in Heartsaver First Aid, a program sponsored by The American Heart Association. Heartsaver First Aid is a classroom course that teaches basic first aid skills such as stopping bleeding that can be seen, helping someone with a possible broken bone or sprain, and making sure the scene is safe.

Everyone very much enjoyed the experience. In two years, we'll be back in the "classroom" to be recertified!



GIPSA Idea Hotline

The GIPSA Idea Hotline is open for business. Please send your suggestions or ideas to GIPSA-Ideas@usda.gov; fax them to 202-720-1015; or share them via telephone at 1-800-455-3447 or 202-720-7045. It is best to send them via fax or email to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method of transmission.



Employee Assistance Program

Call for confidential help.

1-800-222-0364



For Your Health

Mavis Rogers, Washington, DC

The average adult needs 7 to 9 hours of sleep each night. Most of us get 6 hours or less. Yes, some people need fewer hours to function at optimal level. But, generally speaking, most people lack adequate sleep. Caffeinated beverages and supplements offer temporary, quick fixes, but they cannot give us what quality sleep can. The fact is we need sleep. It is essential to our well-being. Potential consequences from lack of sleep include:

Weakened immune system
Weight gain
Depression
Slower reaction time

Heart problems
Irritability
Poor concentration
Accelerated aging

...and, a host of other “fun” side effects

I know what you are thinking: “Ha! I wish I could get more sleep.” I am right there with you! Getting adequate sleep is not always as easy as it sounds. But, before resigning ourselves to a life of dark circles under our eyes, perpetual yawning, and daily coffee runs, **why not give some of the following ideas a try?** We might even find ourselves getting enough sleep after a while - what a concept!

- ◆ **Keep to a schedule.** Going to bed at 1:00 a.m. one night and 9:30 p.m. the next is not appreciated and your body tells you so the next morning. Keeping to a regular schedule maintains the rhythm of our internal body clocks.
- ◆ **Limit caffeine and alcohol later in the day.** I know you do not want to hear this, but consuming either of these can affect your quality of sleep. Caffeine is a stimulant, and it can take 6 or more hours (depending on your age and health) for it to metabolize out of your system. Alcohol is a depressant, so you would think a night cap would help promote good sleep. It may make you drowsy, but it too disrupts the deep quality sleep your body needs to repair and recharge.
- ◆ **Relax before bed.** Bedtime is not the time to plan your exciting vacation, discuss the economy, worry about your child’s future, or argue about what your mother-in-law said about the dinner you cooked last week. Stimulation, stress, and anxiety will keep you awake and your mind spinning. Let your body wind down by taking a warm bath or reading a light book. Pray, listen to calming music, or just be still.
- ◆ **Get the right mattress and pillow.** Is your mattress lumpy? Can you feel the springs underneath you? Do you wake up at 3 a.m. in a deep groove in the middle of the bed? If so, you probably need a new mattress. There is no single, perfect mattress out there. Pick one that is comfortable for you. Try them out before buying one. Spend a good 15 minutes testing a mattress on each side of your body and on your back. If you fall asleep, I am sure a sales person will wake you. The same thing goes for your pillow. There are many varieties from cotton to goose down to foam to pillows filled with seeds. Choose one that works for you. And, who says you are only allowed one pillow? Use pillows to support your lower back or between your knees.
- ◆ **Are you warm or cool enough?** Make sure you dress properly and have appropriate sheets and covers to keep you at optimal temperature. Lower the thermostat at night, open a window, or turn on a house fan – all of which can adjust the temperature of your room.

*Continued, see **Your Health** on page 7.*

Your Health, from page 6.

- ◆ **Keep the room dark.** Light, and especially sunlight, wakes up the body. Keep the lights off and windows covered. If you sleep during the day, you may want to buy thick window shades to block out the sun. When it is time for you to wake up, expose yourself to lots of sunlight or at least lots of light. Sunlight will help your body shake the drowsiness and wake up more easily.
- ◆ **Don't overbook yourself.** Keeping yourself up late at night with all the things you need to do on will cut into your sleep time. Try not to overbook yourself with activities and obligations, if possible.
- ◆ **Avoid exercise before bed.** A vigorous workout a few hours before bedtime will not help your body relax and may keep you wired for hours. Light stretching and gentle yoga moves are exceptions, if they help calm your body and mind, and prepare you for sleep. Exercising in the evening is not necessarily something you should avoid. If that is the only time you can fit it in, go ahead. But try to avoid exercising immediately before bed. Give yourself some time to unwind before hitting the pillow.
- ◆ **Watch what you eat.** A heavy meal followed by bed is not good for your sleep, digestion, or your waistline. And the dreams you will have will probably be wild and crazy. Try a lighter meal if bedtime is soon to follow. Having a small amount of a complex carbohydrates before going to bed will increase your serotonin levels. Serotonin is a brain chemical that gives us self confidence, and a feeling of safety and security. It also makes us to feel sleepy.
- ◆ **Turn off the television and computer.** Watching television late into the night instead of going to sleep is a habit many of us share. And, the Internet can be addictive. It is easy to spend hours blogging, chatting, emailing, and checking out sites. Before you know it, it is way past bedtime. And, the light from the television or computer screen will further trigger your body to stay awake. When you finally do go to bed, you may still be wound up.

We all lead busy lives, but please do not underestimate the importance of sleep. If you are having trouble getting enough sleep, I hope these tips offer some helpful solutions for you. If you continually have a problem falling asleep and/or staying asleep, you may need to visit your health care provider to rule out a health condition.

Courtesy: nutritionfitnesslife.com

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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