



U.S. DEPARTMENT OF COMMERCE / National Oceanic and Atmospheric Administration

noaa week

Special Issue

December 1975

International Women's Year 1975

Message From The Administrator

As International Women's Year draws to a close, we are proud of the contributions made by the women of NOAA. They are exemplified by the outstanding women recognized in this special issue. This year, the employment of women both in absolute numbers and percentages has gone up slightly; 30 of the 85 persons selected thus far for Upward Mobility Training Programs are women. In addition, special seminars, courses, and exhibits have been sponsored throughout NOAA as part of the IWY.

However, this is not enough. While recognizing that progress has been made, I would like to look at IWY as the beginning, not the end, of a commitment by NOAA to the EEO objectives of women. I believe action can be taken in two specific areas: recruitment of college graduates for professional positions and career development.

I would like to see additional progress in each Primary Organizational Element toward recruiting women in entry level positions as specified in their EEO Affirmative Action Plans.

Through strong recruitment efforts directed toward women and minorities, we should be able to place women and minorities into career-ladder professional positions. Such action, taken now, would make available within a few years female and minority candidates for supervisory and other high-level openings.

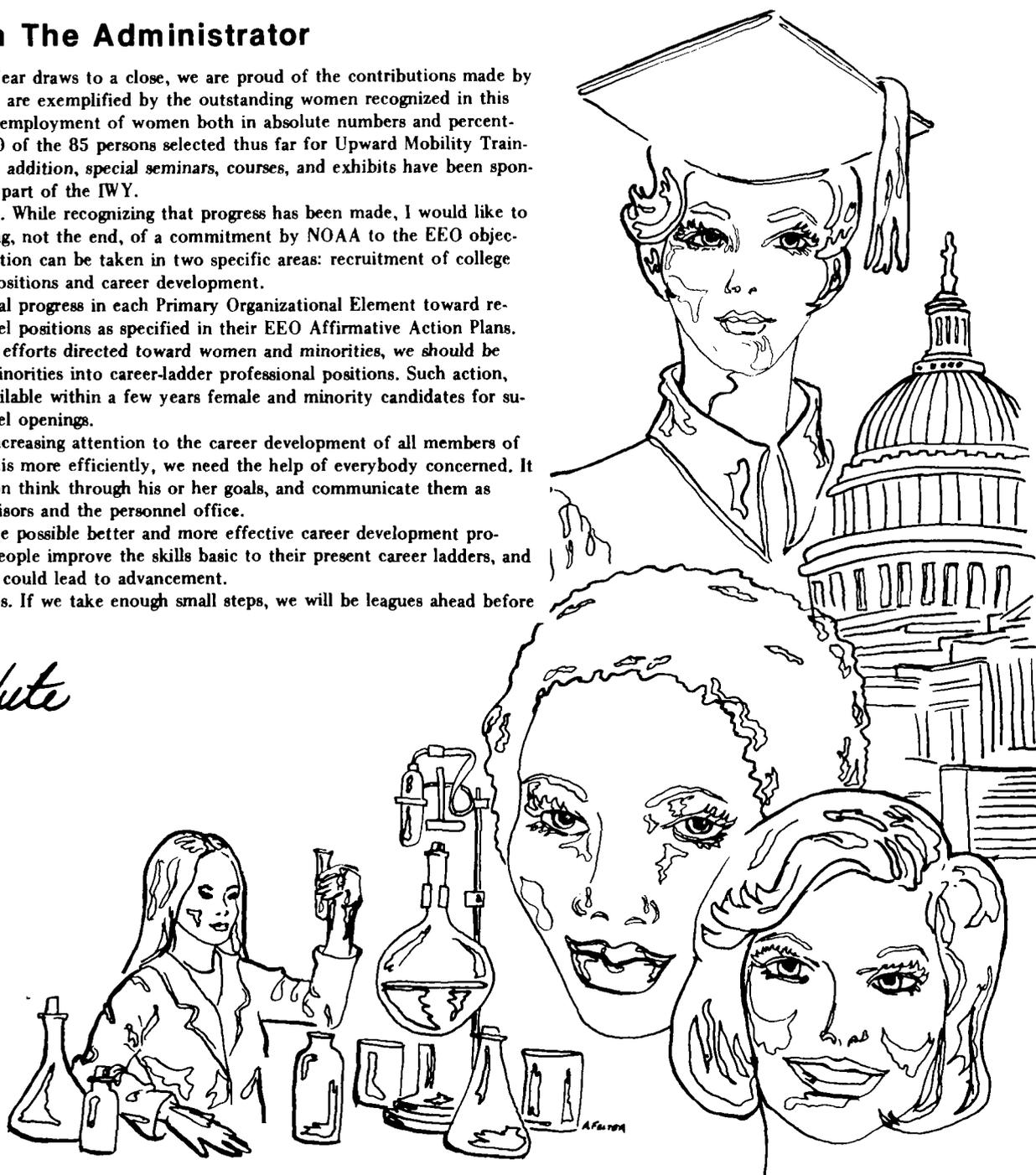
We must continue to give increasing attention to the career development of all members of the NOAA family. To do this more efficiently, we need the help of everybody concerned. It is important that each person think through his or her goals, and communicate them as clearly as possible to supervisors and the personnel office.

This kind of effort will make possible better and more effective career development programs. It will help NOAA people improve the skills basic to their present career ladders, and to develop new skills which could lead to advancement.

Progress comes in small steps. If we take enough small steps, we will be leagues ahead before we know it.

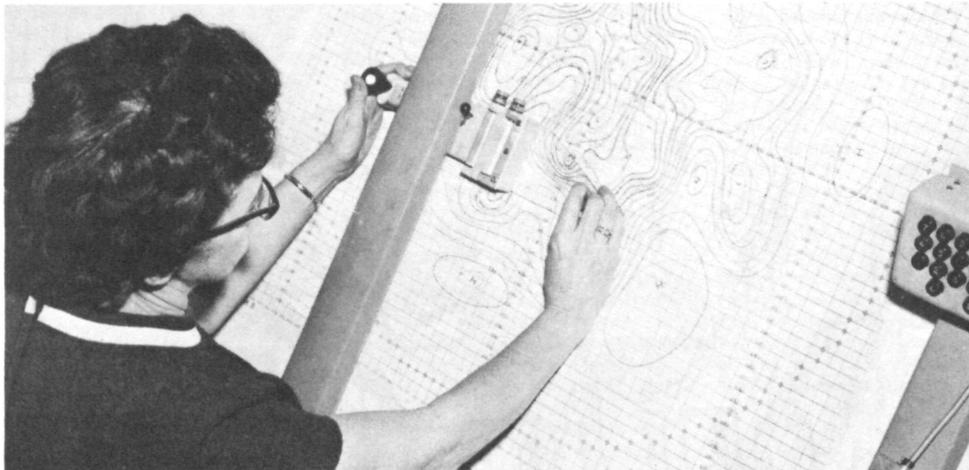
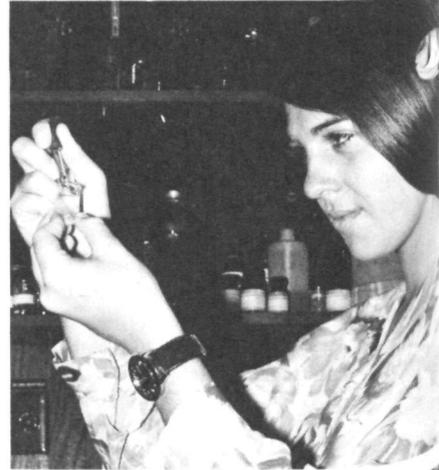
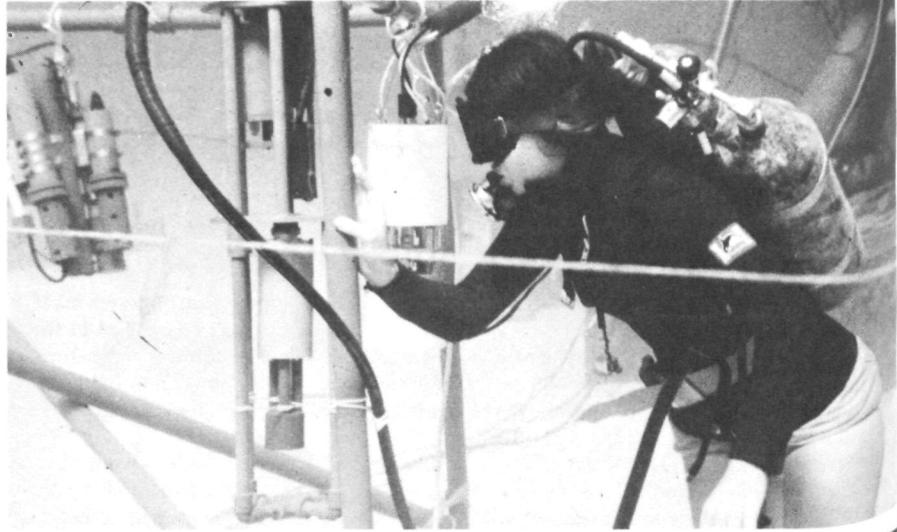
Robert M. White

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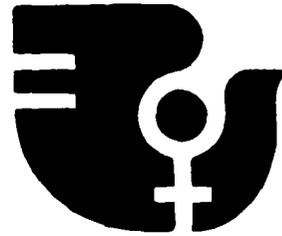


Woman's Work ?

Some job stereotypes
fall by the wayside
at NOAA.



International Women's Year 1975



IWY Objectives

On December 18, 1972, by Resolution 3010, the United Nations General Assembly proclaimed 1975 to be "International Women's Year." In 1974, by Presidential proclamation, President Ford declared U.S. support of IWY and its three main themes:

Equality

to promote equality between women and men throughout the world;

Development

to ensure the full participation of women in economic, social and cultural development at the national, regional, and international levels and;

Peace

to recognize the importance of women's ever-increasing contributions to the promotion of friendly relations and cooperation among nations and to world peace.

In proclaiming 1975 as International Women's Year for the United States, the President called upon Congress, interested groups and organizations, educational institutions, officials of Federal, state and local govern-

ments and all others who could be of help, to work to make International Women's Year 1975 a year of practical and constructive initiatives toward equality of women and men and to participate in the activities to be planned by the United Nations. International Women's Year 1975 provided a natural setting for moving the Federal Women's Program forward and Federal agencies have taken great strides toward achieving the stated goals of both International Women's Year and the Federal Women's Program.

The goal of the Federal Women's Program is to achieve a program fully integrated with and complementary to the total Equal Employment Opportunity effort, assuring understanding and consideration of the particular needs and problems of women in all personnel management decisions and activities. All actions taken toward this goal will invariably impact on the status of women in the United States and can be associated with the International Women's Year 1975 threefold theme of equality, development and peace.

IWY Conference Actions

The United Nations General Assembly, having proclaimed 1975 as International Women's Year, sponsored a major international event, "A World Conference," held in Mexico City from June 19 through July 2, 1975. This conference was attended by 1,300 people representing 130 nations. The four-person official U.S. Delegation to this conference was appointed by Secretary of State Henry Kissinger. A "World Plan of Action" was unanimously adopted by the Conference delegates and provides guidelines to national governments, regional and international bodies on how to accelerate women's full participation in economic, social, political and cultural life.

The IWY "Tribune Conference" was an independent parallel activity held concurrently with the United Nations World Conference. The Tribune's purpose was to bring together men and women from all geographic areas and varied backgrounds to exchange information and opinions on the position of women in economic and social life, to give consideration to the U.N. World Conference and to seek ways of achieving the IWY objectives of equality, development and peace. Subjects discussed at ad hoc meetings during the Tribune were almost as varied as the interests of the some 5,000 Tribune participants representing over 80 countries. Ms. Rosa Hill,

NOAA Personnel Division; Ms. Lois McCoy, ERL; and Ms. Ola Watford, EDS, represented NOAA at this conference.

The National Commission on the Observance of International Women's Year established by President Ford on January 9, 1975, and appointed on April 2, 1975, is the United States' vehicle for a continued focus on the items covered in the World Plan of Action adopted by the U.N. World Conference. The Commission, composed of 35 members from the private sector and four members of Congress, will review the items contained in the Plan of Action and make further recommendations for implementation.

According to the Executive Order which established the Commission, a final report will be presented to the President thirty days after the close of 1975. The President then, in consultation with his Special Assistant for Women, Patricia Lindh, will review this report and make recommendations regarding its implementation. The recommendations of the National Commission will in turn be directed through the Civil Service Commission to the Department of Commerce and modified to fit DOC and NOAA needs.

The World Plan of Action is a document of enormous potential for U.S. women and, therefore, for Federal Women's Programs through the Federal Government.

Outstanding NOAA Women Honored

On Thursday, Dec. 4, 1975, 155 NOAA women were honored at NOAA's International Women's Year Luncheon-Meeting at Bolling Air Force Base in Washington, D.C. Speakers included: Dr. Robert M. White, NOAA Administrator; Doris Brown, Chairperson NOAA EEOC Subcommittee for Women; Celso Barrientos, Chairperson NOAA EEOC; Barbara T. Gainey, NOAA's Equal Opportunity Officer; Evelyn Gray, DOC FWP Coordinator; and Dorothy B. Ferebee, M.D., United Nations Association Chairperson for Metropolitan Washington Area for IWY 1975.

Clockwise from top: The head table; Mrs. Ernest F. Hollings (left) and Dr. White; Ms. Gainey (left) and Linda Trunzo, Personnel; (from left) Alice Hinson, Secretary of NOAA's EEO Committee, Dorothy Brown, EEOC Subcommittee for Women member, Helen Jackson, Chairperson, Office of Administration EEO Committee, Mr. Barrientos, and Doris Brown; (from left) Charlene Pass, UMTF Trainee, and Ms. Gray; (from left) Jean Klasse, Office of Coastal Zone Management, Robert Knecht, Assistant Administrator for Coastal Zone Management, and Rosa Hill, NOAA's FWP Coordinator; (from left) Dorothy Brown, Evelyn Boston, NWS, Blanche Buchanan, and Dr. Ferebee; Ms. Jackson (left) and Ms. Hinson; and (from left) Dr. Ferebee, Ms. Gray, and Theodore P. Gleiter, Assistant Administrator for Administration.



National Ocean Survey

Anna-Mary Bush Miller, Chief, Systems Branch, National Geodetic Survey, Rockville, Md., worked principally with the Satellite Triangulation Project until 1974 leading to the publication of her NOAA Technical Report, *The Reduction of Photographic Plate Measurements for Satellite Triangulation*. She now heads the branch in the Systems Development Division which is responsible for all computer applications of the work of NGS.

Rosemary E. Riordan, Automatic Data Processing Technical Assistant, Scientific Services Division, Rockville, Md., is Chief of the Programming Branch, Electronic Computing Division and directs the programming effort in support of the scientific disciplines within NOS. She received the Department of Commerce Silver Medal for developing high-speed computing techniques for use in processing scientific and engineering data related to the geodetic, geophysical, photogrammetric and cartographic work of the Coast and Geodetic Survey.

lication requirements of NGSIC. Presently she is engaged in writing "Input Formats and Specifications: National Geodetic Survey Data Base," a publication to be distributed to outside geodetic organizations wishing to contribute to the NGS data base.



Jacqueline B. Phillips

Jacqueline B. Phillips, Supv. Cartographer, Office of Marine Surveys and Maps, Rockville, Md., has worked in all phases of Photogrammetry and Cartography and became a Senior Professional Cartographer of the Coastal Mapping Division of NOS. She is now in charge of the production of Storm Evacuation Maps. She was also Chief Compiler of the Alexandria Waterfront display for the Justice Department for litigation purposes.

Margaret F. Kerr, Admin. Officer, Atlantic Marine Center, Norfolk, Va., is Chief of the Center's Administration Division. She is responsible for managing and directing all administrative support of technical functions at the facility.

Fannie Powers, Supv. Cartographer, Office of Marine Surveys and Maps, Rockville, Md., is the new Area Three Team Leader of the Nautical Chart Division. She has received three outstanding awards and a letter of commendation for her outstanding work.

Hannah G. Kelly, Budget and Finance Officer, Office of the Director, Pacific Marine Center, Seattle, Wash., had previously been Budget Officer at PMC, acting as the primary contact point for all PMC budget and finance matters, from field or headquarters, dealing directly with Commanding Officers of the ships and Division Chiefs. She has received repeated commendations.

Mary Ellen Manser, Negative Engraver, Reproduction Division, Washington, D.C., was, prior to her transfer from Detroit, Mich., a President and a Big Sister of three homes for problem girls, which entailed spending three or four nights a week taking care of the girls, helping house mothers, and encouraging the girls concerning their education. Through her efforts many girls were able to attend college. She was elected the Compilation Section "Woman of the Year" at the Lake Survey Center, where she served as the EEO representative for over five years.

IWY Honorees

During IWY-1975 NOAA has implemented a comprehensive program designed to commemorate the year and to offer something of interest and benefit to all employees. Our varied activities, reaching coast to coast, have included messages in the NOAA Week from Dr. Robert M. White, Administrator, as well as statistics, published periodically, reflecting the status of women in NOAA. Hundreds of employees, primarily women, have taken advantage of our self-development seminars. Consciousness raising seminars concerning the status of women have been held during the noon hour. These included both formalized luncheon pro-

grams and brown-bag luncheons with "rap sessions." Other activities for IWY have included films, slide presentations, exhibits and even a theatrical presentation.

In this special issue of the NOAA Week we are highlighting women employees who have made outstanding contributions either to the NOAA mission or in their community activities.

All in all, the NOAA family has enthusiastically received our program efforts in support of IWY. Let us look forward even more eagerly to 1976 and beyond—to greater progress toward equal opportunity for all NOAA women.

National Advisory Committee on Oceans and Atmosphere

Elizabeth S. Tune, Admin. Assistant, National Advisory Committee on Oceans and Atmosphere, Washington, D.C., is recognized for providing quality support to both the members of the Committee and the professional staff, and for her leadership of the support staff. She has

assumed responsibility for coordinating virtually all of the arrangements and logistics required in connection with the regular monthly and ad hoc meetings of the Committee, and is responsible for much of NACOA's public character as a working organization.

Office of the General Counsel

Mary D. Allen, Staff Attorney, Office of the General Counsel, Washington, D.C., has contributed in a very large part to the understanding by NMFS personnel of the Freedom of Information Act and markedly contribut-

ed to the resolution of problems involving the utilization of fisheries products. She agreed to return to full-time employment in order to serve as Co-Counsel on the first action pursuant to the Marine Mammal Protection Act.

National Sea Grant Program

Kathleen S. LeFevre, Secretary/Stenographer, National Sea Grant Program, Washington, D.C., is cited for her production on a continuing basis of high

quality work in high volume. She acts as secretary to the Advisory Panel for the National Sea Grant Program.

Office of Programs and Budget

Lois Robbins, Budget Analyst, Office of Programs and Budget, Rockville, Md., was a motivating force on two task groups, one to develop financial data for the FY 1975 Congressional Budget, the other which automated the data

in preparing the FY 1976 Congressional Budget. She has been a leading analyst in establishing leave usage rates and leave surcharge rates and in developing other mathematical, analytical approaches.



Barbara Pijanowski

Barbara Pijanowski, Chemical Engineer, Office of Marine Technology, Rockville, Md., is project leader for a group that specializes in the evaluation of in-situ water quality systems that measure water pollution parameters. Her work is carried out in the laboratory and at various field sites. She has led two saturation diving missions at Hydrolab, an underwater habitat, in cooperation with NOAA's Manned Undersea Science and Technology program and has authored many papers on in-situ instrumentation.

Nancy Morrison, Geodesist, National Geodetic Survey, Rockville, Md., works in the fields of level adjustments, computer programming, and automatic data processing. During the past year, her efforts have focused on the development and implementation of the vertical control subset of the NGS Integrated Data Base and the design of field forms which will insure complete recording of observation information and facilitate the automatic data reduction procedure.

Jeannie Holdahl, Computer Specialist, National Geodetic Survey Information Center, Rockville, Md., has designed and implemented a data base system for meeting the vertical control pub-

National Environmental Satellite Service

Mary F. Wyvill, Program Assistant, Planning and Coordination Group, Washington, D.C., is noted for her effectiveness in coordinating NESS-sponsored tours and providing satellite program information to other NOAA elements, government agencies, schools, and colleges, plus her voluntary efforts in support of NESS public relations functions.

Frances C. Parmenter, Meteorologist, Office of Operations, Washington, D.C., has mastered the techniques of using satellite data, and teaching others how to employ these data. She is cited for her ability to organize seminars and get things done quickly and well, writing articles and

papers, and publishing research results on weather phenomena.

Marilyn Varnadore, Computer Programmer, Meteorological Satellite Laboratory, Washington, D.C., performs both as a meteorological technician and a computer programmer. Her most significant contribution to the research effort of the laboratory is in the application of computer graphics techniques to the analysis and solution of scientific problems. She also designed generalized graphics routines, and instructed and acted as a consultant to other scientists and programmers in the application of computer graphics procedures to their specific problems.

NOAA Corps

severance and hard work against pressures have focused national attention upon pollution in Lake Superior.

Dorothy B. Brown, Secretary, NOAA Corps, Rockville, Md., is cited for her effective work with the NOAA EEO Program at several levels, and with the FWP subcommittee. Her efforts in representing NOAA Corps in this respect "transcend the women's aspect of EEO."

Environmental Research Laboratories

Delores A. Belsher, Secretary, Space Environment Laboratory, Boulder, Colo., is recognized for outstanding community-oriented activities which include: Boy Scouts, State Science Fair, Working Women's Chairperson of the Department of Commerce Women's Association, member of Board of Directors of the Boulder Standards Credit Union, member of the National Secretaries Association, member of the National Association of Mineral Bulletin Editors.

Martha B. Jackson, Physical Science Tech., Geophysical Fluid Dynamics Laboratory, Princeton, N.J., has given outstanding support to oceanographic research through meticulous reduction and checking observational material and editing.

Ruth Anna Brown, Administrative Assistant, Joint Tsunami Research Effort, Honolulu, Hawaii, is cited for showing energy and enthusiasm in her work and participation in the Federal Women's Program and the EEO Program. She sponsored and coordinated the "Reach for Success" course, and a course for high school students on Federal careers for women in oceanography. She is currently chairperson of the IWY Coalition in Hawaii.

Betty M. Williams, Secretary, Geophysical Fluid Dynamics Lab, Princeton, N.J., is outstanding in her position because of her willingness to put extra effort into her secretarial duties, without complaint, when it is necessary to meet a deadline.

Rosa Lee Hill, Secretary, Great Lakes Environmental Research Laboratory, Ann Arbor, Mich., performs as secretary to the Director in a superior manner both with respect to quality and quantity. She performs numerous duties in connection with his daily activities which relieve him from routine details, deals tactfully and courteously with Canadian officials and military and civilian personnel from various agencies of the U.S. Government. She also finds time to participate in EEO, Co-Op, Boy Scout, Girl Scout and Red Cross activities.

Jean O. Grasso, Secretary, Great Lakes Environmental Research Laboratory, Ann Arbor, Mich., is secretary to the Chemistry and Biology Group. She functions effectively and meets the demands of ten diverse personalities. Her superior performance is significantly responsible for the accomplishment of the Group.

Janice R. Cavaliere, Writer/Editor, Publication Services, Boulder, Colo., is cited both for her fast, efficient work including attention to details and completeness as a technical editor, and for her numerous activities promoting EEO, FWP, and IWY. These include publishing a quarterly newsletter on FWP activities, creating and organizing "Reach for Success" in her region, writing a weekly EEO newsletter, and serving on Colorado's IWY Committee.

Blondell C. Doughty, Research Physical Scientist, Great Lakes Environmental Research Laboratory, Ann Arbor, Mich., is noted especially for her activities in the NOAA EEO Program. In addition to being Chairperson of the EEO Committee, she is the EEO Recruiter for the Ann Arbor area.

Robbie M. Elliott, Secretary, Research Support Services, Boulder, Colo., has despite a very heavy workload as secretary for the Director, provided outstanding secretarial assistance to two other staff members.



Cecilia Griffith

Cecilia Griffith, Physicist, National Hurricane and Experimental Meteorology Laboratory, Coral Gables, Fla., has engaged in pioneering work in satellite imagery and densitometer analysis of cloud cover which has contributed significantly to hurricane research. She was also instrumental in applying satellite data for use in the Florida Area Cumulus Experiment of 1973 and 1975 as she solved major problems with the computer software used to process the digitized radar tapes.

Nita Alspaugh, Secretary, Atmospheric Acoustics Program, Boulder, Colo., has been the Secretary to the Atmospheric Acoustic Program area during a time when the group and workloads have expanded rapidly. Her substantial administrative skills and dedication to duty have had a very positive impact on the Atmospheric Acoustics Program and on ERL's mission.

Charlotte J. Hopper, Meteorologist, Meteorology Laboratory, N.C., has made outstanding meteorological contributions to the National Air Quality Program through her work on copper smelter regulations, requirements for meteorological control of large air pollution sources, and other environmental regulatory

procedures. She is cited for personal initiative, in-depth knowledge and acute awareness of established and emerging legal and technical requirements.

L. Louise Johnson, Administrative Aide, Pacific Marine Environmental Laboratory, Seattle, Wash., accomplished the voluminous paper work associated with 21 new positions and provided the necessary continuity and liaison with Boulder, during the recent hiring at PMEL. As an advisor to the Acting Director in the areas of EEO, Upward Mobility, and training programs, she has provided an enthusiastic and knowledgeable input to the laboratory's program.

Virginia I. Johnson, Procurement Clerk, Pacific Marine Environmental Laboratory, Seattle, Wash., has shown increasing competence coupled with an ability to organize her work and readiness to propose new ways, resulting in marked efficiency and productivity in the laboratory's programs.

Lindsay R. Murdock, Writer/Editor, Publication Services, Boulder, Colo., has provided continuing support of ERL research programs, first through the branch library and more recently by skillful editing of scientific publications. Her skills have led to the production of more effective, formal written communications with the environmental community.

Carol Peltó, Clerk-Typist, Environmental Research Laboratory, Ann Arbor, Mich., Great Lakes is cited for demonstrating an attitude that is outstanding while providing high-quality service in the GLERL administrative office. In spite of frequently aggravating circumstances, she always remains calm, efficient, and professional.



Kathryn C. Gray

Kathryn C. Gray, Supv. Computer Spec., National Severe Storms Laboratory, Norman, Okla., was instrumental in some of the earliest applications of computers and data processing equipment in the Weather Bureau. Her expertise in the computer data processing field, along with her knowledge of meteorology, has been invaluable in the development of NSSL programs in data collection and research. She is presently the manager of the Computing and Data Processing Section within NSSL, in-

uring adequate computer and manpower to support NSSL programs.

Sally B. Michalover, Secretary, Remote Sensing Laboratory, Miami, Fla., joined ORSL at its inception and transformed ORSL into a smoothly operating unit. She is active in EEO matters and serves on the AOML EEO Committee as Chairperson of the Subcommittee on Aged and Handicapped, and as a member on the Awards and Promotions Subcommittee.

Gayle Hines, Secretary, Instrument Services Group, Boulder, Colo., provides secretarial support for the Instrumentation Services Group within SEL. As such, she is called upon to produce a large number of program-oriented documentations such as technical reports, progress reports, contract technical specifications, etc.; plus numerous proposed related documents, in addition to the usual group correspondence and publications.



Lois P. Stearns

Lois P. Stearns, Meteorologist, Atmospheric Physics and Chemistry Lab., Boulder, Colo., is a professional meteorologist in the Thermal Modification Program of APCL and a contributing author on three accepted formal publications involving radiative transfer in the atmosphere. She has assumed the responsibility of the program leader during his absence from Boulder. This has necessitated not only the supervision of two WAE employees but also the interfacing with Project Monitors on four reimbursable projects. She must, therefore, frequently make decisions affecting the thermal modification research activities without supervision.

Helen V. Donn, Secretary, Physical Oceanography Laboratory, Miami, Fla., provides the laboratory focus of knowledge in administrative procedures, travel regulation, and record keeping. She has a continuing record of superior performance that makes her an outstanding employee.

Sylvia Worthem, Oceanographer, Sea Air Interaction Laboratory, Miami, Fla., has authored and co-authored several scientific papers and has shown a wide interest in fluid dynamics and air-sea interaction processes. She is now engaged in developing

a mathematical model of the dynamics of the upper ocean. She was recently recognized for exceptional scientific performance on the highest level in the field of air-sea interaction.

Betty Herwick, Secretary, Sea-Air Interaction Laboratory, Miami, Fla., is performing an outstanding job in the administration of laboratory activities, in addition to her normal duties as secretary to the Laboratory Director.

Betty M. Wells, Secretary, Air Resources Laboratory, Silver Spring, Md., is recognized for her contributions in support of the scientific research and achievements of the Air Resources Lab. She is depended on for assistance, guidance and advice in many situations.

Karen Gleason, Secretary, Outer Continental Shelf Environmental Assessment Program, Boulder, Colo., has accepted major responsibility over the past several months in the organization of support activities related to the BLM sponsored Outer Continental Shelf Energy Program Office.

Frances Nastav, Physical Science Tech., Marine Geology and Geophysics Laboratory, Miami, Fla., assists in the various scientific projects within the MG and GL. On each project she maintains a high level of quality control by employing sound standards of awareness and technique.

Judith B. Pereira, Secretary, Mauna Loa Observatory, Hilo, Hawaii, through her native intelligence and ability, has created and maintained an organizational and pleasant working environment. Her awareness of the observatory mission and her sensitivity to the needs of the international scientific community make her a most valuable employee.



Marcella F. Guerra

Marcella F. Guerra, Personnel Staffing Specialist, Personnel Services, Boulder, Colo., has continually made significant community contributions toward the awareness and enrichment of the Hispanic culture. She has prepared cultural articles for publication in various magazines and newspapers. For six years she has been active in the National Federation of Charros in the Denver and Pueblo Association. The National Federation of Charros of Mexico City presented her with

an award for her outstanding public relations work.

Ann Abbott, Secretary, Space Environment Services, Boulder, Colo., has conducted the administrative function of the SES in an admirable manner for the past five years.



Marilyn J. Rivero

Marilyn J. Rivero, Personnel Staffing Specialist, Personnel Services, Boulder, Colo., has consistently endeavored to increase the number of Spanish speaking minorities in the Boulder Labs and to emphasize to management the avenues open to them for hiring minorities. She has successfully implemented and coordinated several special emphasis programs at Boulder Labs. These programs include the Cooperative Education Program, the Junior Fellowship Program, the College Faculty Summer Hire Program and several other Summer Employment Programs. She has also been responsible for setting up and conducting several Spanish-Speaking Program Seminars.

Carol Y. Wolverton, Secretary, Atlantic Oceanographic and Meteorological Labs., is more of a Confidential Assistant than a Secretary. She did most of the work in setting up the 1974 MacArthur Workshop on Energy from the Gulf Stream, attended as Workshop Secretary, and was instrumental in getting out the published proceedings. She is cited for being consistently dedicated, capable, and efficient.

Jeanne Tucker, Supv. Mathematician, ERL Computer Services, Boulder, Colo., has become an expert at solving computer-user problems over the past several years. Her knowledge of computer operations has been of invaluable assistance to the organization's programs.

Dorothy Burdick, Editorial Assistant, Publication Services, Boulder, Colo., is known among the authors and reviewers of the international scientific Radio Science Journal for her outstanding contributions. The responsibility for producing the journal was transferred to the American Geophysical Union. She directed an orderly transfer and solved many of the unusual editorial and printing problems which arose during the transition period.

Betty Chavez, Clerk-Stenographer, MESA Program, Boulder, Colo., has devoted much of her own time to further the objectives of the EEO Committee on which she is serving. Despite a very heavy workload at the MESA Program Office, has managed to keep her EEO Committee duties current.

Environmental Data Service

Jessie May Starr, Data Clerk, National Geophysical and Solar-Terrestrial Data Center, Boulder, Colo., is cited for her proficiency in preparing manuscripts for publication, cataloging and distributing copies, and maintaining the computer distribution lists of World Data Center publications.

Sharon Bush, Computer Aide, National Geophysical and Solar-Terrestrial Data Center, Boulder, Colo., has performed exceptionally well in tasks not normally performed at her grade level. During the past year, she has shown a high degree of initiative in learning computer programming languages which she used to develop production programs in several languages for seismological and geomagnetic applications.

May Laughrun, Writer/Editor, Center for Experiment Design and Data Analysis, Washington, D.C., has made unique contributions to the advancement of major government programs in the environmental sciences by her accomplishments in editing, writing, or drafting several series of publications related to these programs.

Josephine Moss, Oceanographer, NODC, Washington, D.C., is a member of the Gamma Sigma Sigma National Service Sorority, and is on the Social Action Committee of Alpha Kappa Alpha Sorority. She is presently devoting much of her time to projects sponsored by the Continental Societies, Inc. a non-profit organization dedicated to the well-being of underprivileged children, and is a member of the National Council for Negro Women.

Kathleen H. Anderson, Admin. Officer, Center for Experimental Design and Data Analysis, Washington, D.C., is cited for her outstanding performance in activities ranging from recruiting personnel to planning the telephone system.

Bettie L. Littlejohn, Library Technician, Environmental Science Information Center, Washington, D.C., took over extra duties and work following the sudden death of the Chief of the Library in July 1974 making this difficult transition period easier for the incoming Chief and other new staff members.

Ann G. Jolly, Occupational

Health Nurse, NCC, Asheville, N.C., has displayed exceptional initiative and technical expertise in the direction and administration of the Occupational Health Unit. In addition to providing a wide variety of health services ranging from full executive physical examinations to consultations with troubled employees, she has organized seminars on health topics of general employee interest presented by various health organizations.

Margaret H. Hare, Editorial Assistant, NODC, Washington, D.C.; has consistently produced outstanding work in handling the editorial and secretarial duties in the Marine Climatological Services Branch. Although she has been in NODC less than a year, she has been active in EEO and FWP work. She wrote the EDS Assessment Report, formulated and implemented the EDS IWY Recognition Program, and established the "brown-bag" luncheons to provide learning opportunities for all employees.

J. Virginia Lincoln, Supv. Physicist, National Geophysical and Solar-Terrestrial Data Center, Boulder, Colo., is cited for her contributions to national and international scientific programs and her active involvement in advancing the roles of women and minorities in science. She has long been an active participant in the work of numerous international commissions and committees in the field of solar-terrestrial physics, and received the Department of Commerce Gold Medal in 1973.

Ola B. Watford, Geophysicist, National Geophysical and Solar-Terrestrial Data Center, Boulder, Colo., is noted for her contributions to Equal Employment Opportunity activities. She is currently the only EDS representative to the Boulder EEO Committee, and serves as chairperson. She has been especially active in seeing to it that minority candidates are considered for all vacancies.

Sarah Kroll, Technical Information Specialist, Environmental Science Information Center, Washington, D.C.; is responsible for NOAA's input of publications and reports to NTIS. She has been responsible for inspiring high morale among those she supervises, during periods when unusual requirements and stresses were placed on them.

Hope L. Leighton, Physicist, National Geophysical and Solar-Terrestrial Data Center, Boulder, Colo., is the scientific editor of "Solar-Geophysical Data." Her overall familiarity with solar physics in particular, and the closely allied field of geophysics, has contributed to the enormous impact this publication has within the scientific community and won her the DOC Silver Medal in 1974.

Charlotte Ashby, Supv. Technical Information Specialist, National Oceanographic Data Center, Washington, D.C.; is Chief of

the Technical Records Branch, and chairs the NODC Archives Committee. Despite ceiling limitations, she has maintained the high quality performance of her Branch by personally assuming additional duties and by streamlining many operations. She has also totally revised, rewritten, and updated "Annotated Acronyms." She serves on several community organizations devoted to civic betterment, including the Project Area Committee for Urban Renewal, the Recreation and Parks Council, and the Bicentennial Committee.

Martha Lakanan, Secretary, National Climatic Center, Asheville, N.C., has shown diplomacy and initiative resulting in the smooth functioning and economical operation of the ADP Services Division. In many instances, she has gone far beyond the application of standard secretarial practices in order to provide advice and assistance to data users who telephone in their requests.

Dorothy M. Bugbee, Admin. Officer, EDS, Washington, D.C., as the senior women administrative officer within EDS, plans and directs the day to day business of the agency with considerable expertise. The understanding and experience with which daily problems are dispatched makes her invaluable to the organization and a trusted advisor to the Director of EDS and the Chief of the Resources Management Staff.

Elizabeth C. Pearson, Meteorological Tech., National Climatic Center, Asheville, N.C., is cited for worthwhile community activities which include the Soroptimist International of Asheville, a worldwide association of service clubs for professional and executive businesswomen; where she has worked on committees for Youth Citizenship Awards, Goodwill and Understanding, Service Objectives, and the Scholarship Program, among others. She is also a hospital volunteer and is active in the Postal Employees Organization, Lions Club Auxiliary, Erskine College Alumni, and her church.

Rachel W. Babb, Supv. Meteorological Tech., National Climatic Center, Asheville, N.C., is cited for high level of performance which has been constant, consistent and long enduring. In addition to her regular job as Chief of the Data Entry Section, her services have been highly instrumental in compiling and safeguarding the data obtained from the GATE project. She was awarded the Bronze Medal for her role in the planning for introduction of the key-tape system at NCC.

Wanda E. Koss, Supv. Analog Digital Specialist, National Climatic Center, Asheville, N.C., has become the Center's expert in the conversion of pictorial and graphic data to digital data formats suitable for computer usage. Her outstanding success as a supervisor is amply demonstrated

by the full cooperation of her staff who consistently achieve a well above average production of quality products. She was awarded the Bronze Medal in 1968 and the Silver Medal in 1973.

Evelyn Liddel, Editorial Assistant, Environmental Science Information Center, Washington, D.C., through her imaginative and efficient use of the WYLBUR and ATS text-editing consoles, has developed procedures for producing excellent copy for printing. She also is considered one of the best operators of these computer-assisted text-editing systems in the area. Her ability and judgement are considered so valuable that her written analysis of the comparative capabilities of the WYLBUR and ATS system was used in a management decision to retain the WYLBUR rather than the ATS system.

H. Irene Brophy, Physical Science Tech., National Geophysical

and Solar-Terrestrial Data Center, Boulder, Colo., is nationally recognized in the field of ionospheric data interpretation, reduction and quality review. She has repeatedly demonstrated the ability to organize and complete assignments with truly commendable speed and accuracy.

Sharon LeDuc, Statistician, Center for Climatic Environmental Assessment, Columbia, Mo., has extended her leadership role to development of wheat yield/climate models for the joint NOAA-USDA-NASA LACIE project. Through her efforts, CCEA has developed the unique capability of using the observed weather to assess the effects of weather on the current growing season and the potential yields over the Great Plains of the U.S. and Canada. She has also developed sorghum and flux yield/climate models for operational use by CCEA and has co-authored several articles.

National Weather Service

Hazel T. Miller, Admin. Assistant, AFOS Implementation Staff, Silver Spring, Md., occupies a position that is unique. As rapporteur of the Weekly Meetings her well-written factual reports are a key to keeping the headquarters and field representatives informed. More important, however, the system she initiated of alerting and following up with individual participants has increased the productivity of the meetings and makes her a virtual manager of the agendas. She also set up and maintains the extensive AFOS Central File.



Gloria Shelton

Gloria Shelton, Electronics Tech., Systems Development Office, Silver Spring, Md., through hard work and determination and the Scientific Upward Mobility Program has made the transition from Clerk-Typist to NOAA's first female electronics technician. She came to the Equipment Development Laboratory as a Science Technician Trainee under SUMTP in April, 1974. Without any prior training or experience she quickly—and with skill—began operating milling machines, lathes, and drill presses. From the machine shop, her interest and ability brought

her to EDL's electronics laboratory where formal and on-the-job training were meshed.

Evelyn Boston, Meteorological Tech., Techniques Development Laboratory, Silver Spring, Md., in addition to supervising technical support efforts, serves as a research assistant and maintains a number of complex computer programs. Most of her off-duty hours are spent working with the Jubilee Housing Program in the Adams-Morgan area of Washington, D.C.

Mercedes N. Bakon, Secretary, Techniques Development Laboratory, Silver Spring, Md., is secretary to the Director of TDL. She has displayed a high degree of professionalism, dependability, and meticulousness, and has served as model and mentor to other secretaries in the office.

Farnese J. Hicks, Mathematician, Techniques Development Laboratory, Silver Spring, Md., has assumed much of the programming responsibility for TDL's boundary layer model. Her work is highly intricate and her diligence and reliability in carrying out her assignments have made her virtually indispensable. She has made considerable efforts toward self-improvement and recently co-authored an impressive article on a new numerical integration technique which is being used in TDL's boundary layer model.

Corinne Cook, Weather Service Specialist, Western Region, through her association with area aviation interests as well as the general public, has contributed most favorably to the National Weather Service.

Jane Harwood Hoag, Secretary/Stenographer, Overseas Communications Division, Silver Spring, Md., has made outstanding contributions to the smooth func-

tioning of the Overseas Operations Division and has demonstrated an interest in good personnel relationships within the Division. During an almost commingled changeover in management in the Division in the past two years she has maintained a steady communication with field personnel to keep them informed, to assist in personal problems, and improve the awareness between the field and headquarters personnel of current activities.

Dolores Redman, Secretary/Stenographer, Overseas Operations Division, Silver Spring, Md., is a dedicated, loyal, and highly efficient secretary to the Chief, Overseas Operation Division. She is always equal to the demands of an ever-changing situation, which has included: reorganization, transfer to a new Division, changes in supervisory personnel, changes in procedures, and introduction of the time-share computer system.

Evelyn Allan, Secretary, Western Region, has put forth many ideas to improve the efficiency of office operations. Although her workload is heavy, she never complains and has willingly accepted extra duties to help solve problems.

Normalee S. Foat, Physical Science Tech., Office of Hydrology, Silver Spring, Md., has prepared for publication two research projects for the Journal of Geophysical Research, which received no supervision from professional-grade authors because she has so thoroughly familiarized herself with the publication requirements. She has been cited for her quiet, efficient control of the flow of Branch technician jobs, thereby making a major contribution to the output of the Branch professionals.

Ann McDaniels, Mathematician, National Meteorological Center, Md., is indispensable as the primary focus of NMC's Communication Control Application Program system responsible for converting data into a form suitable for entry into a data processing system. With approximately 72 telecommunications circuits, transporting 25 million bits of information daily, on a medium scale computer; the technical aptitude of her participation is no small matter. Complementing this primary activity, she has the additional duties of interfacing the CCAP system with the new AFOS network.

Doris B. Brown, Hydrologic Tech., Office of Hydrology, Silver Spring, Md., served as the elected member from the Office of Hydrology on the NWS EEO committee for two years. She is at present an appointed member of that committee and an enthusiastic worker on the Federal Women's Program Subcommittee.

In April, 1975, she helped organize, and served as chairperson for the NOAA EEO Awareness Day Luncheon, IWY.

Vivian M. Cottman, Program Analyst, Office of the Director, Silver Spring, Md., has instituted effective procedures for maintaining records of leased utilization and requirements. She also provides guidance and consultation to NWS field headquarters for preparing documents to acquire additional space or relocating field offices. She has also been instrumental in assuring the high quality of the publication, "Operations of the National Weather Service."

Frances Stevenson, Program Analyst, Office of the Director, Silver Spring, Md., has shown an outstanding devotion to duty. She has demonstrated a high interest in providing assistance to other NWS offices on the development and use of resource information and has consistently stepped in to help in areas outside her responsibility.

Daisy L. McKelly, Operations Research Analyst, NWS Headquarters, Silver Spring, Md., has provided able leadership of the School Lecture and Visitation Program, an EEO program established to provide lectures in the physical sciences to junior and senior high school students in the Washington Metropolitan area, and provided guided tours of the NWS facilities. Under her guidance, more than twenty schools and 3,000 students have received lectures and/or guided tours.



Dr. Mary W. Hodge

Dr. Mary W. Hodge, Physicist, Office of Technical Services, Sterling, Va., is truly an exceptional employee—also a teacher, weather observer, pilot, weather instructor, researcher, lecturer, author, and international traveler. She received the Commerce Bronze Medal Award for her role in developing several generations of radiosondes for the Weather Service. After 40 years of Federal Service, she retired for one year, but energy and vitality soon had her at work again with the SR&DC research team where she is still receiving outstanding ratings for her work.

Deayne S. Lawrence, Computer Tech., Office of Technical Services, Silver Spring, Md., has distinguished herself through her dedicated and conscientious work on the Engineering Maintenance Reporting System. When this reporting system, used ex-

tensively by the NWS to monitor equipment performance and maintenance costs, was recently converted from a batch operation to a timeshare computer, a significant backlog of data accumulated. Almost single-handedly, she returned the system to its present up-to-date status.

Edith Iseron, Clerk-Stenographer, Office of Technical Services, Silver Spring, Md., plays a vital role in the Instrument Engineering Branch operations by preparing outgoing correspondence, reports, and specifications, channeling inquiries, communications and correspondence to the appropriate branch members. She personally acts in support of the Branch Chief.

Doris E. Kinkade, Clerk-Stenographer, National Meteorological Center, Md., is an outgoing participant and leader in many civic functions. She has worked extensively with the Forestville, Md., Citizens Association, participated in the Suitland, Md., High School PTA, as publicity chairman, and worked as a volunteer typist for a Gun-Control Campaign.

Alice K Felteh, Freight Rate Assistant, Western Region, for the past several years, has been classed as the "regional expert" on government travel regulations, transportation and inprest fund transactions. Although she has a major handicap, she has an exceptionally fine attendance record and maintains an admirable dedication to duty. She is continually singled out as one of the most helpful and accommodating employees in regional headquarters.

Johnnie M. Kelley, Computer Operator, National Meteorological Center, Md., serves as Lead Computer Operator at NMC. She fully manages, in the frequent absence of a higher-grade supervisor, the full complement of highly specialized computers, graphics, communications and technicians that are required to provide the modern service of the National Meteorological Center.

Willette M. Carlton, Mathematician, National Meteorological Center, Md., maintained and improved the computer programming code that operates the Center's principal numerical forecasting model—the six-level primitive equation hemispheric model. Changes needed in the code have been made with accuracy and speed, in a manner consistent with the best and most advanced techniques in computer programming and system analysis.

Alcene P. Bass, Employee Development Specialist, Southern Region, is cited for work in training programs. Largely through her efforts, training for regional employees has reached an all time high, and the quality of the training programs is recognized as among the best in the entire National Weather Service.

She monitors the training programs to insure that minorities, women, and the disadvantaged receive appropriate consideration for assignments and has consistently promoted employee recognition and incentive awards programs for the Region.

Frances R. McNulty, Secretary, Southern Region, has shown consistently outstanding performance in the climatology, engineering, and hydrology programs. In addition to her primary duties, she has served as secretary of the Region EEO Committee, conducted regular meetings of the Committee in the absence of the chairperson, and is now the Federal Women's Program Coordinator.

Fern B. Reid, Secretary, WSFO, Salt Lake City, Utah, is a member of the WSFO staff EEO Committee and has been very active in encouraging others to improve their career potential through after-hour academic classwork.

Alma H. Worth, Meteorological Tech., Weather Service Office, New York (La Guardia), N.Y., has developed special aviation briefing aids and charts which have contributed to an efficient and outstanding briefing service. On her own time, she has participated in pilot seminars, vocational guidance seminars, and is used frequently to train new employees.

Luella M. Maxwell, Hydrologic Tech., WSFO, Pittsburgh, Pa., is well known to the local community as a broadcaster, lecturer, climatologist, teacher and writer. Recently, because of her outstanding public relations and understanding of the flood problems in the area, she was asked by Eastern Region Headquarters to be "User Ambassador of Good Will."

Marian D. Renfrew, while Meteorologist in Charge, Weather Service Office, Trenton, N.J., almost single-handedly developed an outstanding Service program at that two-person office. She has earned the respect of the public, Civil Defense, and other state agencies, resulting in a significantly better relationship between these agencies and the National Weather Service. During Hurricane Elaine, her timely issuances of weather bulletins and statements contributed greatly to the reduction of life and property damage.

Dorothy J. Chapman, Supv. Meteorological Tech., Norfolk, Va., is recognized as an authority on the local climatology and has written many climatological papers of an historical nature used by the local papers and by office personnel in answering public queries. She has earned the Commerce Bronze Medal and is well-recognized for her outstanding observational record, and her ability to act swiftly and decisively in warning situations.

Miriam Curtis, Clerk-Typist, Overseas Operations Division, Silver Spring, Md., has contributed significantly to the programs and mission of the Division. She is particularly worthy of praise for the efficient manner in which she has handled the Time and Attendance records for the overseas personnel of the Division, and solved payroll problems, especially those relating to personnel in foreign travel status.

Yvonne Horton, Budget Analyst, Alaska Region, has spent much of her fourteen-year Federal career as Secretary to the Regional Director who describes her work as "Outstanding." She has served on the Anchorage Federal Executive Association, is a member of the FWP Subcommittee and is now the Alaska Region's FWP Coordinator. She also is serving as Education Committee Secretary and Coordinator of Keyperson Activities for the Anchorage Combined Federal Campaign.

Barbara J. McKain, Lead Weather Forecaster, WSFO, Cheyenne, Wyo., has demonstrated exemplary technical com-



Barbara J. McKain

petence and supervisory proficiency. In 1969 she was awarded the Department of Commerce Silver Medal for meritorious service and in 1974 received a Special Achievement Award for job performance far exceeding the requirements of the position. During IWY she participated in Wyoming's Second Equality Congress as one of 12 women selected from all parts of the state to be a panelist in a discussion by women who have pursued non-traditional careers.

Office of Administration

Vickie A. Allin, Management Analyst, Office of Management and Computer Systems, Rockville, Md., has demonstrated outstanding technical ability in the conduct of management studies which frequently extended across two or more NOAA Major Line Components. Her recommendations in such studies have been highly contributory to the resolution of management problems identified in the operations of these programs.

Natalie Brannum, Computer Specialist, Office of Management and Computer Systems, Rockville, Md., has become an established expert in ADP Management and Planning over the past 18 months. She has also worked as representative and president, secretary, and vice chairperson of the Admin Advisory Board.

Charlotte Plum, Computer Systems Analyst, Office of Management and Computer Systems, Rockville, Md., has been a primary contributor to the design, development, and implementation of NOAA Administrative Teleprocessing Systems, both in a prototype and operational mode. Her outstanding contribution has been the generation of exceptionally high quality computer systems operating instructions.

Georgia Chesley, Computer Technician, Office of Management and Computer Systems, Washington, D.C., has earned a reputation for accurate work and the ability to meet deadlines. She has continually developed her working capabilities and accomplished new work assignments with skill and enthusiasm,

even beginning a new career as a computer technician in 1973.

Sandra M. Glover, Telecommunications Assistant, Office of Management and Computer Systems, Rockville, Md., is responsible for the processing of over 300 telecommunications/ADP procurement requests annually and has achieved and maintained a level of performance significantly above the incentive target. Through her outstanding performance, she was responsible for first-year cost reductions during the past ten months of \$30,617 through rearrangement of telecommunications and ADP Circuits.

Terie T. Saito, Staffing Assistant, Northwest Administrative Services Office, Seattle, Wash., is responsible for filling all vacant crewman positions for the fleet of 13 NOAA ships based in Seattle, Alaska, California and Hawaii. In addition to handling the normal vessel recruitment this year, she was a key figure involved with manning three reactivated vessels. Her judgement of applicants is so astute that candidates referred by her are always well-qualified and satisfactory.

Beatrice P. Hovig, Voucher and Accounting Technician, Seattle Field Finance Office, Seattle, Wash., is supervisor of the New Travel Unit, a very difficult and technical area of voucher examination. She has maintained a highly efficient and effective production record.

Velma Defibaugh, Management Analyst, Forms and Correspondence Section, Rockville, Md., has progressed from clerk-typist to management analyst in five years

with NOAA. While working as a management technician, her ability to master the word processing center resulted in her being able to solve tabulation and composer problems that even equipment representatives were unable to resolve.

Mary Hopkins, Clerk-Typist, Motor Vehicle Section, Rockville, Md., was originally employed by NOAA as a Motor Vehicle Operator. Not being satisfied to remain as a driver, she has satisfactorily completed the requirements for the high school equivalency diploma. During the past year, in addition to her regular duties, she has been assigned to the Motor Vehicle Section to be trained as a Clerk-Typist.

Brenda Shelton, Management Analyst, Administrative Operations Division, Rockville, Md., is Chief, Forms and Correspondence Section, Management Services Branch. She served as an EEO counselor for two years and was actively involved with the Junior Advisory Panel of the Interagency Records Advisory Council for two years.

Hale Lopes, Personnel Management Specialist, Personnel Division, Rockville, Md., is recognized for her outstanding contributions to the NOAA EEO Program. She has been called upon to do many special projects—from scheduling and coordinating the shipment of a new DOC display on careers for women to all NOAA field installations and academic institutions, to representing NOAA on a DOC committee to develop an orientation film appropriate for women in DOC. She also took over full responsibility for the NOAA Cooperative Education Program for a time and has done an outstanding job working with the minorities, students and supervisors, and with the coordinators in the field.

Valerie D. Young, Personnel Management Specialist, Personnel Division, Rockville, Md., is recognized for her active participation in the community through membership on the Personnel Selection Committee of the Bethesda, Md., Fire Board for the past several years. She was actively involved in the enactment of an Affirmative Action Plan for the Board, which resulted in her appointment as a contact with the County for the purpose of establishing consideration and selection criteria for the hiring of women in the Bethesda Fire Department.

Barbara Jones, Personnel Management Specialist, Personnel Division, Silver Spring, Md., is recognized for her outstanding and continuing work within her community. She has been an active member of the Metropolitan Police Reserves and the Support Committee for the Incarcerated Veterans Assistance Organization. She has actively aided veterans in acquiring education benefits and, upon their release from Lorton Reformatory Complex, has

helped with finding housing and employment.

Linda Trunzo, Chief, Employee Relations, Personnel Division, Rockville, Md., renders service to many Washington area employees with a variety of problems, as alcoholism, drug abuse, emotional, or family concerns. Her assistance is always discreet and her attention is immediate. She handles these problems with professionalism and empathy that create confidence in her capability. As a result, many employees are once again functioning at their fullest capacity.

Nancy Dommel, Secretary, Personnel Division, Rockville, Md., is recognized for her participation in community activities. For the past year she has been a member and driving force within the Montgomery County Chapter of the Society for the Prevention of Cruelty to Animals (SPCA). Her avid participation in rabies inoculation programs, caring for the welfare of unwanted puppies, and finding suitable homes for them has markedly contributed to both the safety and happiness of the people of her community.

Jean Clarken, Clerk-Typist, Administrative Operations Division, Rockville, Md., is the cheerful voice answering the "NOAA Locator" telephone. She not only has an organization directory and alphabetical listing of all NOAA employees which she constantly keeps up-to-date, but has also developed a quick reference directory for the most frequently requested information.

Dinora Johnson, Computer Programmer, Systems and Applications Division, Rockville, Md., is currently involved in a major effort to enhance the Computer Resource Utilization Accounting System. She is preparing the documentation required to provide for system operation by the NOAA Production Control Section. She has developed into a professional programmer with a high degree of dedication to her job.

Beverly Stevens, Personnel Management Specialist, Personnel Division, Rockville, Md., puts extra effort into getting the job done in the best manner possible. She is in a very visible position and can effectively work with men and women in positions higher than her own. Her eagerness for the job, her efficiency, and her willingness to work makes her an outstanding employee.

Irma Lee Westrell, Management Analyst, Administrative Operations Division, Rockville, Md., displays a personal understanding and empathy which allows her to work with personnel at all levels of government. Her job is to initiate, edit, or rewrite drafts of directives. Being extremely diplomatic is important and she is always tactful when it is necessary to change proposed directives.

Barbara F. McLaughlin, Grants Officer, Procurement, Rockville,

Md., was recruited to effect the transition of grant responsibility from DOC to NOAA. She combines professional skills, demonstrates keen interest, initiative, and diplomatic persuasiveness in assignments she has made a significant contribution to the development of a functional grants management unit within NOAA Headquarters.

Rosa A. Hill, Federal Women's Program Coordinator, Personnel Division, Rockville, Md., is cited for her contributions to the IWY in NOAA through the planning and implementation of a well-rounded program designed to meet the objectives of IWY. She was instrumental in the initial planning of "career awareness" seminars attended by over 6,000 employees in the D.C. area, and in making available to FWP Coordinators ten tapes pertinent to the needs of women.

Dorothy Fortson, Senior Voucher and Accounting Tech., Washington Field Finance Office, Washington, D.C., has helped establish an effective channel of communication between management and employees in the Washington Field Finance Office. She has been active in parent-student groups and the NOAA Employees Association.

Helen R. Machin, Chief, Washington Field Finance Office, Rockville, Md., has demonstrated an impressive array of technical, professional and management talents in making her office a cohesive, productive, and excellently managed operation.

Kathryn M. Toney, Chief, Miami Field Finance Office, Miami, Fla., through the skillful application of her exceptional knowledge and abilities, has successfully transformed the office into a highly productive and extremely accurate activity.

Constance E. Urbach, Deputy Chief, Washington Field Finance Office, Rockville, Md., has most effectively applied her superior professional knowledge, technical skills, creative talents and good common sense in analyzing operational problems, then designing, testing and implementing procedures which, because of their clear logic and effectiveness, have successfully solved serious operating problems, reduced error rates and increased productivity.

Mary Allen, Admin. Assistant, Finance Division, Rockville, Md., is required to maintain a real-time master record the Division staff, including records on vacancies, resignations, recruitment actions, promotion, reclassification, and other related personnel information. This is an important administrative contribution to program accomplishment because the maintenance of accurate data assists the staff in making major decisions relative to career development, job restructuring and reorganizations.



Diane Wright

Diane Wright, Information Specialist, Administrative Operations Division, Rockville, Md., recently designed and produced the necessary graphic material for the publication of the latest International Decade of Ocean Exploration (IDOE) Progress Report. She has consistently, willingly and enthusiastically accomplished projects of this nature over the past year and many years prior to this.

Sarah Ceasar, Supply Management Representative, Property and Supply Section, Rockville, Md., has progressed from a Clerk-Typist to the position of Supply Management Representative. An addition she has been an EEO Counselor for more than two years, during which time she has dealt successfully with many clients. She is also active in church affairs and the NAACP, serving on the Executive Board of the D.C. Branch and doing volunteer work.

Bettie Rothenbuhler, Admin. Assistant, Office of Management and Computer Systems, Rockville, Md., has acted not only with great competence in her job, but has also willingly and competently handled many extra assignments, such as Combined Federal Campaign Keyperson and Bond campaign keyperson, and served on voluntary committees, such as the Handicapped Affirmative Action Committee. Her competence has also been noted outside her work assignments as she has served as President of the Womens Auxiliary of the Veterans of Foreign Wars, held many national committee chairperson duties, and has been a VA volunteer in the hospitals.

Mary Gearhart, Program Support Spec., Office of Administration, Rockville, Md., is cited for her contribution to the efficiency and effectiveness of operations in the administrative area. She handles a vast variety of situations dealing with people inside as well as outside of NOAA and consistently discharges these functions in a manner to reflect great credit on the NOAA organization.

Harriett J. Lemley, Systems Accountant, Finance Division, Rockville, Md., is cited for her performance as a professional in the field of Systems Accounting. During the past year she has

been a key member of this staff in accomplishing several difficult assignments designed to improve the overall efficiency of the NOAA Accounting System.

Katherine Starr, Operating Accountant, Finance Division, Rockville, Md., for many years, has controlled the Excess Foreign Currency program in exemplary fashion, producing both internal and external financial reports of the activity in a timely and accurate manner consistent with the needs of management for program evaluation. She is recognized for her positive and significant contributions to the effectiveness of financial management operations in the Accounts Control, Reports and Analysis Branch.

Ruth Rosenthal, Operating Accountant, Finance Division, Rockville, Md., has produced the external financial reports of the OR&F appropriation provided to the central agencies in a manner consistent with professionalism, integrity and accuracy. She is recognized for her positive and significant contributions to the effectiveness of financial management operations in the Accounts Control, Reports and Analysis Branch.

Fay Robusto, Operating Ac-

countant, Finance Division, Rockville, Md., through her diligent and effective methods, has confirmed the integrity of the external financial report disclosures by the process of reconciling these reports to the accounts and records maintained by the agency. She is recognized for her positive and significant contributions to the effectiveness of financial management operations in the Accounts Control, Reports and Analysis Branch.

Aeola H. Williams, Deputy Chief, Seattle Field Finance Office, Seattle, Wash., has demonstrated strong leadership qualities. During critical periods of organizational changes she has been a stabilizer to those around her. Her professional excellence serves as a model and inspiration for other women in NOAA.

Joyce D. Toyne, Deputy Chief, Kansas City Field Finance Office, Kansas City, Mo., established a remarkable record of achievement in directing and controlling the day-to-day operations of the office. The conscientious application of her exceptional technical skills and excellent management sense has been a major factor in the continuously outstanding performance of the Office.



Employees, friends, and associates gathered December 4 at the IWY luncheon-meeting to honor outstanding women in NOAA.

National Marine Fisheries Service

Janis O. Agnew, Secretary, Office of Resource Research, Washington, D.C., has been cited for her initiation and effective operation of a MARMAP filing system that allows for rapid storage and retrieval of a wide variety of MARMAP documents, ranging from routine correspondence to status of stocks reports to U.S. position papers for bilateral and international management negotiations.

Barbara A. Geyer, Secretary, Northeast Regional Office, Gloucester, Mass., not only does her job well, but makes a substantial contribution to facilitating the work of others. She is particularly recognized for her ability to be effective in dealing with members of the fishing industry and with fishermen.

Hilda Shugg, Secretary, Office of Resource Management, Washington, D.C., has been notably

consistent with her outstanding performance during the past year, which involved unusually heavy workloads, tight deadlines, and a wide variety of often unrelated assignments.

Betty M. Hackley, Microconstituent Program Coordinator, Office of Resource Utilization, Washington, D.C., is cited for outstanding contributions and performance as a chemist at the Technological Laboratory in College Park, Md., which served as the basis for her appointment to her present position as the National Coordinator for the NMFS Microconstituent program. For her performance during the past year, she has been cited for "her extensive technical knowledge and her ability to communicate this knowledge in a pleasant, articulate, and readily understandable manner..." and for having "made valuable contributions in the achievements of this program's objectives."

Agnes E. Kelly, Budget Analyst, Northeast Regional Office, Gloucester, Mass., is Chief of the Finance Section. Her career has encompassed many major reorganizations, and subsequent changes in fiscal and accounting systems. Her high degree of leadership, initiative, sense of logic, originality, and imagination, over a long period of time, has significantly contributed to continuity of operation and efficient and effective management practices within the Regional Office.

Susan E. Coleman, Biological Tech., Southeast Fisheries Cen-

ter, Miami, Fla., has contributed significantly to the success of many of the program objectives of the Center's Commercial Fisheries Investigations Program during her nine-month career. She has been cited for her persistence and ingenuity in collecting fishery information, accuracy in tabulating and plotting data, superior performance while serving as a member of the scientific field party aboard the R/V Ocean II, and co-authorship of a paper concerning the Cuban bottom longline fishery off the west coast of Florida.

Elizabeth G. Zook, Supv. Research Chemist, Southeast Utilization Research Center, College Park, Md., has more than 31 years of Federal service and has also distinguished herself in her community. During the last nine years, she has been an active participant in the Parent-Teachers Associations of her children's schools, serving as a conscientious and dedicated incumbent in various offices. This has been particularly true during the last two years, when her diligence helped to effect a reasonable approach to the integration of the minority students now attending Laurel High School in Maryland. Further, her efforts have contributed appreciably to community acceptance of the minority school principal.

Laura Lewis, Physical Science Tech., Pacific Utilization Research Center, Seattle, Wash., has progressed from her first Federal appointment as a wage-board laborer to her present position.

Office of Coastal Zone Management

Jane M. Elmore, Grants Control Analyst, Office of Coastal Zone Management, Washington, D.C., together with her supervisor, developed all of the necessary administrative procedures in connection with setting up the OCZM grant program, including the preparation of a comprehensive Grants Manual.

Eileen E. Mulaney, Regional Coordinator, Office of Coastal Zone Management, Washington, D.C., is cited for her work as Coordinator for the eight Great Lakes States. She has worked extensively with State government officials in developing comprehensive management programs for the coastal zone and has been instrumental in coordinating the activities of Federal and regional agencies.

Carol L. Sondheimer, Regional Coordinator, Office of Coastal Zone Management, Washington, D.C., serves as Regional Coordinator for the ten states of the Southeast, working with State officials in developing their coastal zone programs. In addition,

she has worked with Federal agencies to coordinate their activities with the State programs.

Linda A. Sadler, Policy Analyst, Office of Coastal Zone Management, Washington, D.C., represents OCZM on the Administrator's EEO Committee and has become chairperson of that committee. Largely due to her efforts the EEO program within OCZM has been given increased visibility and recognition, and OCZM's commitment to EEO objectives strengthened.

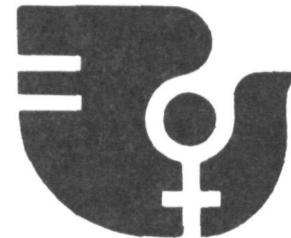
Michele M. Tetley, Technical Information Specialist, Office of Coastal Zone Management, Washington, D.C. has been responsible for the development and implementation of the Coastal Zone Information Center within OCZM. Her information collection and dissemination activities have been instrumental in the early growth of the CZM program within NOAA and the Federal government. She has also assisted other branches of NOAA.



Tables were packed as hundreds attended the NOAA IWY luncheon meeting December 4 at Bolling Air Force Base near Washington.

For those NOAA employees who are interested in furthering their awareness and understanding of the problems faced by women in the areas of employment and achievement, listed below are some publications suggested by the Federal Women's Subcommittee and Federal Women's Program Coordinator. Women's Place, Cynthia Epstein. Women and the Scientific Professions, Jacqueline Mattfeld and Carol Van Aken, Editors. How To Go To Work When Your Hus-

band Is Against It, Your Children Aren't Old Enough And There's Nothing You Can Do Anyway, Felice Schwartz. We, the American Women, U.S. Department of Commerce. Woman in a Man-Made World, Nona Glazer-Malben and Helen Wachrer. Man's World, Woman's Place, Elizabeth Janeway. Women's Role in Contemporary Society, N.Y. Commission on Human Rights. Woman and Success: The Anatomy of Achievement, Ruth B. Kundsinn.



National Oceanic and Atmospheric Administration

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