



## “Pau hana” celebration marks separation of Division and District

Story by Alexander Kufel



Photo by Jim Dung

Board members of the POD/HED Ho’okupu Ohana pause momentarily before cutting the cakes commemorating the creation of separate organizations for POD and HED and the dissolution of the POD operating division. (L to R) Val Lee, PP-MM; Helen Stupplebeen, ED-CP; Wendy Mow, PP-MM; Dora Nishihara, DE; Tim Young, ED-CP; Bingo Chee, ET-C; David Lau, PM. Not pictured are Ron Pang, ED-S; Anna Tarrant, IM; and Jody Yoshishige, ED-DC.

### Reorganization aided by good housekeeping

In February, 143 boxes of records from five POD/HED offices went into temporary storage at the Schofield Barracks East Range Record Holding Area (RHA), said Anna Tarrant, IM, HED’s records manager. In March, 85 boxes from DETS (Directorate of Engineering and Technical Services) joined them. In April, 152 boxes will be taken out of storage and disposed of. Although the reorganization of POD and

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In what may be the last of its kind, a combined POD and HED after-work “pau hana” party March 12 marked the end of an era as the two organizations celebrated the separation of division and district on the lawn outside the Logistics warehouse building 223 at Fort Shafter. What made this party an event, and newsworthy, is that it was the last time everyone got together essentially as one close-knit organization—as an operating Division. Deliberately unofficial, there were no speeches. According to its organizers, the Ho’okupu Ohana employee support association, efforts were made to keep sight of the fact that the same people who made up the former organization were now making up the new. With all reorganizational tasks and RIF actions completed, from mid-March on, POD and HED are two distinct entities.

“I’m continually impressed with the sense of togetherness—*ohana*—that seems to permeate this organization,” said Col. (P) Carl A. Strock, POD Commander. “The turnout for the *pau hana* tells me that our people consider their service to be more than just a job. They show excellent teamwork during duty hours and seem to enjoy each others company after work as well. Everyone has been super during restructuring and there’s no doubt in my mind that POD and HED will continue to work together on into the future. I also appreciate the atmosphere of the party in which my wife, Julie, was made to feel so welcome. The employees of POD and HED really are a wonderful group of

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Integrity: Always do right—this will gratify some and astonish the rest. —Mark Twain (Samuel Langhorne Clemens), American author and humorist, 1835-1910



By Lt. Col. (P) Ralph H. Graves HED Commander

HED Commander's Comment

Army values in everyday life

Recently the Chief of Staff of the Army approved a revised set of seven Army Values. They are listed in the accompanying box along with their official definitions and prescribed order, forming the catchy acronym "LDRSHIP." You might consider this a rearranging of the ethical deckchairs whose most significant consequence will be a scramble for revised TAPES forms, but I urge you to think again.

Consider the case of Robert E. Lee, Mexican War hero; District Engineer in New York, Baltimore and St. Louis; Superintendent of the U.S. Military Academy; and, of course, Commanding General of the Confederate Army of Northern Virginia. He was considered by his contemporaries to be an honorable man and even once said, "Duty is the sublimest word in the English language."

Duty was more than a word to Lee, as it guided him in what was probably his hardest personal decision: to side in 1861 with his home state of Virginia and against the Union. Lee's perception of his duty irrevocably set the course of his life and helped make the American Civil War a long and close-fought contest.

One of the many important outcomes of the Civil War was to settle forever that federal officials owe their highest loyalty to the national government. No army officer today could decide as Lee

did and be considered ethical. The imperative that members of the army bear true faith and allegiance to the U.S. Constitution has been written in blood.

No event as dramatic as the Civil War occasions the shift to these seven Army Values from the previous list of eight, found not only on the front of TAPES forms but also in documents such as FM 100-1, The Army.

But surely, the Army leadership did not take lightly the decision to change them. If this list represents essential directions for our behavior, then any shifts are significant.

"Respect" jumps out as a newcomer to the list. I believe that it appears not just in reaction to publicized problems with sexual harrassment and challenges of ensuring that men and women do not let each other's presence in the unit or the workplace distract them from professional behavior. Rather, it recognizes the hard-won progress of this country toward equality for all as one of our most important achievements. Support of Equal Opportunity moves from a stand-alone block check-mark to its rightful place as one of our highest values.

"Competence," one of my favorites from the previous list, did not make the new one. I don't interpret this as an invitation for all of us to

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The Seven Army Values

•Loyalty

Bear true faith and allegiance to the U.S. Constitution, the army, and to other soldiers.

•Duty

Fulfill your obligations.

•Respect

Treat people as they should be treated.

•Selfless-service

Put the welfare of the nation, the army, and your subordinates before your own.

•Honor

Live up to all the army values.

•Integrity

Do what's right, legally and morally.

•Personal courage

Face fear, danger or adversity (physical and moral).

Source: FM 22-100, Army Leadership

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**Immortality:** *I don't want to achieve immortality through my work; I want to achieve immortality through not dying.*  
—Woody Allen, American actor, writer, filmmaker

## Opinion

# De-fanging the Ides of March

Lately, I get the feeling from young people I meet that beyond computer skills and consumer skills they don't know all that much. This may be the grousing of a middle-aged man, but these same young people don't seem to have much curiosity, and I'm not at all sure that they even know how to learn new things very easily. I also don't see development of manual—meaning “by hand”—skills taking place. I want to be wrong in my assumptions, but it makes me wonder if that, perhaps, the alarming trend towards violence in our society is somehow related to this.

Not many years ago, Hawaii was a safe, friendly place where, even in the big city, people didn't lock their doors when they left the house and you could always count on interesting group conversations at bus stops. At the same time, the warm-weather state of Hawaii led the nation in knitting-yarn sales, not because everyone was making sweaters, but because yarn was essential for a variety of crafts. You couldn't take one step without seeing a “Primo” beer-can hat, they were everywhere. Hmm, maybe some trends are better left unrevived.

On the other hand, I feel that people who are secure in their ability to do, or make, constructive things are less inclined to resent other people and are less inclined to strike out at each other.

So, at that time, skills of all kinds were handed down from generation to generation so that virtually every youngster was expert, or becoming expert, in a wide range of activities from reading the ocean and fishing, to crafts of all kinds, to making music come out of an instrument rather than a box.

Related to this, perhaps in an obscure way, is that at this time of year the saying “Beware the Ides of March” surfaces. For any of us with the slightest awareness of classical literature, or history, or both, the term vibrates (or, I should say, trembles) with the terror that seems to come with knowing the future—

surely, nothing good is worth knowing about in advance. And, surely, enough dread accompanies the annual income tax filing deadline that perhaps the saying should be changed to “Beware the Ides of April.” That has far more meaning today, particularly if one doesn't like the way tax dollars are spent.

In Galus Julius Caesar's time, the full Roman Senate convened on the *calends* (beginning of each month), on the *nones* (the ninth day before the ides), and on the *ides* (dividing point), which in March falls on the 15th. It was a dangerous time for Caesar because his enemies would be assembled.

“A soothsayer bids you beware the ides of March,”

cautioned William Shakespeare in his play *Julius Caesar*. He could have said “beware the *nones*...,” but historical accuracy requires the murder take place during the mid-month assembly.

Today, we no longer follow the Julian calendar. Since 1582 the Gregorian calendar determines how we divide our years and months.

But, I'm off the subject. Hawaii seasons are so balmy that violence should not even be possible under these conditions. Shakespeare's prediction to Caesar serves as a somewhat brutal reminder that man's inhumanity to man has not only been taking place throughout history, but that there is still evidence of it

right outside our own doors, every day.

Even in an idyllic region of the earth, such as Hawaii, human danger does not escape us. It seems to be present mostly on the highways, but is increasingly evident in neighborhoods where folks have long been known for their tolerance and, even, hospitality to one another. Take a look at the number of houses with bars across the windows. Consider the number of assaults, beatings, cases of child abuse, domestic abuse and murders that are reported daily. Random acts of kindness have been replaced by random acts of violence.

Things seem to go in cycles. I feel very ready for springtime, both seasonally and in this society in

See “*Ides of March*,” page 8



*Just Thinking*  
by Alexander Kufel





**Knowledge:** *Categorizations: What we know, we know. What we know, we don't know. What we don't know, we know. And, what we don't know, we don't know.*—**Michael Darling, Canadian banking executive**

# Workshop updates POD military mission

*Story by Alexander Kufel*

**W**ith the idea in mind that military action anywhere in the Pacific would involve engineering support to U.S. forces, 24 emergency planners from throughout POD and Pacific-based military commands assembled in Honolulu in early March for the purpose of updating and fortifying contingency plans. Anticipating this requirement is an ongoing process and periodic workshops help to ensure satisfactory responses, said HED emergency planner Thomas Brady. Thus, over a five-day period, workshop participants addressed Operations Plan (OPLAN) issues, discussing scenarios and working out plans of action.

POD Commander Col.(P) Carl A. Strock set the tone in opening remarks by telling participants that they should consider the words "When... then..." in their planning efforts instead of the more conjectural "If... then..." structure in order to place scenarios in proper perspective.

Brady said that with those words in mind, participants reviewed the status of existing OPLAN issues, summarized goals and objectives, and set about the task of developing scenarios that would permit them to examine various military missions and consequent Corps of Engineers requirements.

Early in the workshop, the issue of funding came up, said Brady. It became immediately evi-

dent that the best-laid plans would not be able to be implemented without proper financing and that nearly every participating organization was presently decrementing contingency funds. HQUSACE funding for POD is projected to dry up within the next five years. HED funding would disappear within three years. The FED emergency operations center is losing its funding. AED funding is currently non-existent, and JED will lose 85 percent of its funding. Funds for contingency construction contracting are expected to be provided by agencies other than the U.S. Army. The first plan to come out of the workshop became one of consolidating unfinanced fiscal requirements within the Division and submitting them to USACE by the beginning of July.

Other issues addressed by the workshop dealt with logistical matters, with ensuring adequate communications in event of full-bore armed conflict, and with updating procedures so that things happen in proper sequence in case of emergency. Planning continued despite the uncertainty of financing in the future.

"The plans have to be made for as long as contingencies need engineers," said Brady. "This is the kind of thing you wish would never happen, but when it does, then hopefully this kind of planning will make sure that the Corps of Engineers is in the right place at the right time."

## Clinton names Assistant Secretary for Civil Works

**WASHINGTON--**On March 4 President Bill Clinton announced his intent to nominate Joseph W. Westphal to be the next Assistant Secretary of the Army for Civil Works at the Department of Defense.

The Assistant Secretary of the Army for Civil Works is responsible for overall supervision of the functions of the Department of the Army relating to civil works programs, including water resources development, environmental programs and policies, the Panama Canal, sea level canal affairs, and the U.S. Army Corps of Engineers.

Westphal, of Herndon, Va., is currently the Senior Policy Advisor to the Assistant Administrator for Water at the Environmental Protection

Agency. From 1995 to 1997, he was Director of the Congressional Sunbelt Caucus in the Senate, and from 1988 to 1995, he was Executive Director of the House Sunbelt Caucus.

From 1987 to 1988, he was a visiting scholar at the Institute for Water Resources, and from 1975 to 1987, he was a professor and department head in the Political Science Department at Oklahoma State University. He has also been an Adjunct Professor at Georgetown University since 1996.

Westphal received his B.A. from Adelphi University, his M.A. from Oklahoma State University, and his Ph.D. from the University of Missouri-Columbia, all in political science.

**Peril:** *Our forefathers faced certain perils which we have outgrown. We now face other perils, the very existence of which it was impossible for them to foresee.*—Theodore Roosevelt, 26th U.S. president

### Far East District Installation Support Success Story

# Master Planning for Camps Humphreys and Carroll

*By Gloria Stanley, FED PAO*

**F**ED is hard at work gaining valuable experience in master planning, skills increasingly in demand by customers.

In September 1996, the 19th Theater Army Area Command (TAACOM) requested FED support in executing a comprehensive Master Plan for Camp Humphreys and Camp Carroll in South Korea. They stated up front they wanted off-peninsula support. Discussions with the 19th TAACOM revealed the two installations were the first of a number of master planning actions that would be initiated in Korea over the next five years. The customer (19th TAACOM) wanted full comprehensive plans fully utilizing the latest Computer Aided Design Drafting (CADD) and Geographic Information System (GIS) technologies, but was not confident the scope of work they had written accurately defined their needs and was affordable. FED contacted the US Army Center for Public Works and learned about the US Army Corps of Engineers Master Planning Team (USACE MP Team) which had accomplished over \$20 million in master planning for US Forces Command (FORSCOM) installations in the last five years.

FED asked the team to provide a proposal for how the District should approach the Korean initiative and then make a presentation to the 19th TAACOM. Also included were presentations by the USACE MP Team and each invited architect-engineering firm, and a description of the strategy proposed by the Corps' Pacific Ocean Division. From the alternatives presented by FED, the 19th TAACOM selected the USACE MP Team.

On Feb. 10, 1997, a Memorandum of Agreement between the Corps and the 19th TAACOM for the execution of the master planning effort was signed. The USACE MP Team incorporated FED team members as they executed the master planning efforts for Camp Humphreys and Camp Carroll. Being a part of this team has provided FED with hands-on experience and knowledge in master planning while also providing an excellent product for the customer.

The plans provide comprehensive updates of the installation master plans for the next five years, incorporating Apache helicopter and Patriot missile system fielding and aviation restructuring

initiatives at Camp Humphreys. Plans at Camp Carroll include activation of the 23rd Chemical Battalion. The plans also support mission changes and expansion; address quality of life issues; and are environmentally sensitive, energy efficient and cost-effective. They provide the optimum functional layout and consider additional requirements for possible base expansion.

The updates include the Spacial Data System which converts existing Basic Information Maps to the more accurate electronic format GIS maps for spacial analysis, modeling, and CADD. The team also included vendor- and Corps-sponsored training for installations, FED and the 19th TAACOM.

A requirements analysis was done to determine projects necessary to correct facility shortfalls through use of an automated Tabulation of Existing and Required Facilities program to automate facility impact assessments.

The team updated the Utility Model data base and linked it to maps within the GIS to correct deficiencies based on current and future demands of water, wastewater, electricity, and infrastructure.

New Real Property master plan documents include a long-range component/general land use plan based on charettes and working sessions, siting analysis providing optimum facility location and capital investment strategy.

The update includes special products that enhance marketing of the master plan including installation design guides and landscape plans, executive summaries, video tours, and physical models.

The team members did a special study for Camp Humphreys to correct airfield deficiencies and propose consolidation of flight line activities and layout of the airfield. They also did a storm drainage study to develop solutions to flooding problems. A fire station study was also done to evaluate the feasibility of a joint-use fire/crash and rescue facility.

FED is using the advantage of the "virtual USACE" capabilities that need to be applied to today's challenges: a multifaceted team providing a multiple of solutions to a single undertaking. The project is on schedule and is being executed within the original budget of \$1.9 million.

**Logic:** *If stupidity got us into this mess, then why can't it get us out?*—Will Rogers, American humorist, 1879-1935

## Women's rights movement, 1848-1998

# Observing 150 years

- 1848-The world's first women's rights convention is held in Seneca Falls, New York, July 19 and 20. A Declaration of Sentiments and Resolutions is debated and ultimately signed by 68 women and 32 men, setting the agenda for the women's rights movement. Astronomer Maria Mitchell becomes the first woman elected to the American Academy of Arts and Sciences.
- 1850-Quaker physicians establish the Female (later Woman's) Medical College of Pennsylvania in Philadelphia to give women a chance to learn medicine. Due to threats against them, the first women graduated under police guard.
- 1851-Myrtilla Minder opens the first school to train black women as teachers, in Washington, D.C.
- 1855-Lucy Stone becomes first woman on record to keep her own name after marriage, setting a trend among women who are consequently known as "Lucy Stoners." The University of Iowa becomes the first state school to admit women.
- 1862-The Homestead Act promises 160 acres of free land to anyone who lives on it for five years. Many single women file claims, especially teachers who work the land in the summer and teach school in the winter. Mary Jane Patterson is the first African-American woman and the fifth woman to receive a full baccalaureate degree from Oberlin College.

- 1866-14th Amendment is passed by Congress (ratified by the states in 1868), the first time "citizens" and "voters" are defined as "male" in the Constitution. The American Equal Rights Association is founded, the first organization in the U.S. to advocate national women's suffrage.

- 1870-Iowa is the first state to admit a woman to the U.S. bar: Arabella Mansfield. Two years later, Charlotte E. Ray, Howard University law school graduate, becomes first African-American woman admitted to the bar.

- 1872-November 5: Susan B. Anthony and fourteen women register and vote in the presidential election to test whether the recently adopted Fourteenth

Amendment can be interpreted as protecting women's rights. Anthony is arrested, tried, found guilty, and fined \$100, which she refuses to pay.

- 1879-Belva Lockwood is the first woman lawyer admitted to practice before the U.S. Supreme Court.
- 1883-Mary Hoyt earns the top score on the first civil service exam and becomes the first woman (and second person) appointed under this new merit system. She starts out as a clerk in a Treasury Dept.
- 1884-Belva Lockwood is presidential candidate of the National Equal Rights Party. Her 4,000 votes are the first a woman has received in a presidential election.
- 1893-Colorado is the first state to adopt a state amendment enfranchising women.

- 1912-Juliette Gordon Low founds first American group of Girl Guides, in Atlanta, Georgia. Later renamed the Girl Scouts of the U.S.A., the organization brings girls into the outdoors, encourages self-reliance and resourcefulness, and prepares them for varied roles as adult women.
- 1916-October 16: Margaret Sanger and her sister, Ethel Byrne, open the first U.S. birth control clinic, in Brooklyn, NY. It was shut down ten days later; the women were tried and imprisoned.

- 1917-During the labor shortage brought about by World War I, women are given jobs in chemical, automobile and railway plants. They also run street cars, conduct trains, direct traffic, and deliver mail. Jeannette Rankin of Montana becomes the first woman elected to the U.S. Congress.

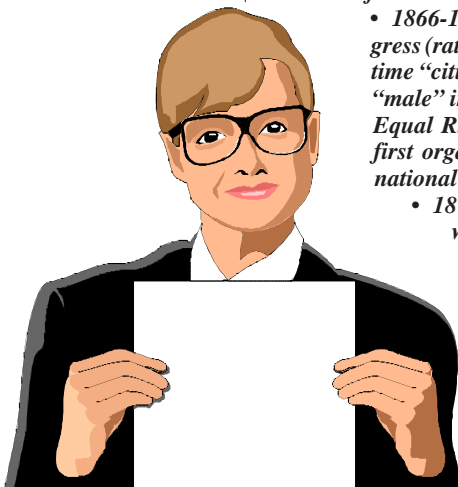
- 1920-On August 26, the 19th Amendment to the Constitution is ratified, guaranteeing American women citizens the right to vote. It is quietly signed into law in a ceremony to which the press and suffragists were not invited.

- 1924-Nellie Tayloe Ross of Wyoming becomes the first woman elected governor of a state.

- 1932-The National Recovery Act forbids more than one family member from holding a government job, resulting in many women losing their jobs.

- 1933-Frances Perkins, the first woman in a Presidential cabinet, serves as Secretary of Labor during the entire Roosevelt presidency.

- 1938-Crystal Bird Fauset of Pennsylvania becomes the first black woman elected to a state legislature, by an overwhelmingly white district.





**Life or death:** *You don't get to choose how you're going to die, or when. You can only decide how you're going to live. Now!*—Joan Baez, American folk singer, born 1941

- 1941-Nearly 7 million women respond to a massive government and industry media campaign to take jobs during World War II, with 400 thousand joining the military.
- 1948-Margaret Chase Smith (R-ME) becomes first woman elected to the U.S. Senate in her own right. In 1964, she becomes the first woman to run for the U.S. Presidency in the primaries of a major political party (Republican). She serves in the Senate until 1973.
- 1964-Title VII of the Civil Rights Act bars employment discrimination by private employers, employment agencies, and unions based on race, sex, and other grounds. The Equal Employment Opportunity Commission (EEOC) is established and receives 50,000 complaints of gender discrimination in its first five years. Patsy Mink (D-HI) is the first Asian-American woman elected to the U.S. Congress.
- 1968-Shirley Chisholm (D-NY) is first Black woman elected to the U.S. Congress.
- 1972-Title IX of the Education Amendments requires that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."
- 1973-Billie Jean King beats Bobby Riggs in "The Battle of the Sexes," a televised tennis tournament watched by nearly 48 million people. The U.S. military eliminates women-only branches.
- 1974-Little League agrees to include girls, but creates a softball branch specifically them. The Equal Credit Opportunity Act forbids sex discrimination in all consumer credit practices; extended to commercial credit in 1988.
- 1975-The first women's bank opens, in New York City.
- 1976-The United Nations "Decade for Women" begins. U.S. military academies open admissions to women.
- 1978-100,000 march in support of the Equal Rights Amendment in Washington, D.C. The Pregnancy Discrimination Act amends the 1964 Civil Rights Act to ban employment discrimination against pregnant women.
- 1981-President Carter proclaims the first "National Women's History Week," incorporating March 8, International Women's Day. Sandra Day O'Connor is the first woman ever appointed to the U.S. Supreme Court. In 1993, she is joined by Ruth Bader Ginsberg.
- 1983-Sally Kristen Ride became the first American woman in space

- on the shuttle Challenger.
- 1984-Geraldine Ferraro is the first woman vice-presidential candidate of a major political party (Democratic Party).
- 1985-Wilma Mankiller becomes first woman installed as principal chief of a major Native American tribe, the Cherokee in Oklahoma.
- 1986-The Supreme Court declares sexual harassment is a form of illegal job discrimination.
- 1987-Responding to the National Women's History Project, the U.S. Congress declares March to be National Women's History Month.
- 1996-U.S. women's spectacular performance in the Summer Olympics (19 gold medals, 10 silver, 9 bronze) is said to reflect the large numbers of girls and women active in sports since the passage of Title IX.
- 1997-Elaborating on Title IX, the Supreme Court rules that college athletics programs must actively involve roughly equal numbers of men and women to qualify for federal support.



Detail, "Birth of Venus," by Sandro Botticelli

Source—National Women's History Project

## Families influence local career choices

Six of ten women employed in a technical capacity in HED at Fort Shafter said that a lot of the influence for their career choice lay with the inspiration of another female—usually a relative or a friend. This person frequently provided encouragement for a career related to the math and science they were good at, and in some cases, had already made similar choices.

Attorney Pat Billington, OC, said that her grandmother felt that college attendance was important for all women, and that men, on the other hand, should just go after specific jobs, with college an option if they so desired.

Environmental engineer Linda Hihara-

Endo, ED-CE, with a doctorate in civil engineering, said that a favorite aunt who had graduated from college at a time when not many women did so was a source of inspiration for her.

Engineers Tammy Luke, Kathy Ahsing and Nani Bennett said that they became engineers because they were good in the math and science skills required by the profession and found the prospect interesting. Others cited the expectations of parents and teachers as positive influences in seeking out a technical career. They said that the assumption that they would make a contribution to society at a level in keeping with their abilities opened doors for them that they previously hadn't considered.—Alexander Kufel

**Beauty:** *When I am working on a problem I never think about beauty... only how to solve the problem. But when I have finished, if the solution is not beautiful, I know it is wrong.*—Richard Buckminster Fuller, American architect, 1895-1983

## Army values...

*Continued from page 2*

become bunglers but rather as a differentiation between ethical watchword and development objective. Lack of competence may stem from lack of training, inexperience, or even the sudden appearance of an unanticipated and overwhelming task. In any event, we have a duty obligation to do our best. Over the long run we seek to improve our personal competence just as we strive to improve the efficiency and the effectiveness of the organization: important goals, but not moral imperatives.

Otherwise the list is much as before, maybe a little briefer and perhaps easier to remember, but no less important. For centuries armies used the threat of force to control the many on behalf of the few. The ethical values of the U.S. Army guarantee that its military power legitimately serves our constitutional democracy. Over two hundred years of subservience to civilian authority is the United States military's proudest achievement.

Ethical behavior is similarly essential to the success of the Corps of Engineers. We manage large amounts of money and directly affect the lives and welfare of the public through disaster response and regulatory programs, just to name two. Most of the time our customers are delighted by our selfless service, integrity and moral courage, and even when our ethical behavior doesn't serve their short-term

goals, in the long run they respect us for saying no.

I won't pretend that adhering to these ethical values will always be easy. The temptation to divert resources seems to rise as the dollar amount at stake declines: "No one will mind my making a few long-distance calls" or "It's harmless for me to share some project information with my cousin" or even, "If I don't use those frequent-flier miles they'll simply be lost." But, little transgressions weaken our resistance to big ones. It's easier to hide an unpleasant truth behind a convenient lie to a superior or subordinate or to blame the contractor when we made the error, but such dishonesty destroys the trust that binds our teams and partnerships. Supervisors may be tempted to win the loyalty of employees through preferential treatment or coerce it through threat of retaliation, neither of which treats them with respect, nor earns their respect, for that matter.

Nor do I claim that ethical questions are always clear-cut. For example, the issue of how precisely employees should bill their hours is vexing, although we are working to clarify it. The bottom line is that no Corps employee should feel required to cheat in order to get the job done. I have never felt that the Army expected me to compromise ethical values, and I intend that no member of Honolulu District should either.

The example of General Lee shows that values do shift over time, and the Army leadership has recently adjusted our ethical bearings. We should examine them to ensure that we understand what is expected and assess our behavior to ensure that we can continue to be proud of it.

## Ides of March...

*Continued from page 3.*

which I live. I want to go to bed at night, again, without locking my doors. I want to walk down the street unhassled. I want to talk freely to strangers without questioning their motives.

Thus, my solution to a society that is a breeding ground for fear is to turn things around by directing energy into positive outcomes. It may be overly simplistic, but I would take those tax dollars that I dread to part with and direct more of them to the schools. I would empower the schools not only to teach how to know things, but how to do things. I would provide enough economic support to expand existing programs and reinstate in-school and after-school lessons beyond the basics of reading, writing and arithmetic. The goal being to see certain activities become a way

of life again: ukulele lessons, piano lessons, language school, art lessons, crafts lessons, shop classes, sports programs of the most informal kind.

It's the young I would put my money on. When older folks see how much fun it is, they won't be far behind. Ah, learning to do things well is such sweet suffering! It's my feeling that preventing a youngster from giving up in the face of such discomfort, however cruel it may seem at the time, is far less destructive than denying them skills. Because, knowing how to do something, just one thing, is a building block for personal strength and spiritual strength that can never be taken away.

Then, come April 15, I'll have an incentive to pay my share of taxes without whimpering, secure in the knowledge that idle youth are thus by choice, and not because they don't know how to do anything constructive. And, Shakespeare's words can fade away as a reference to a time and place found only in books.



**Work:** *My father taught me to work; he did not teach me to love it. I never did like to work, and I don't deny it. I'd rather read, tell stories, crack jokes, talk, laugh—anything but work.—Abraham Lincoln, 16th U.S. president, 1809-65*

# Pau Hana...

*Continued from page 2*

people.”

HED Commander Lt. Col. Ralph H. Graves said that “other than a great excuse to have two cakes,” it was also a good occasion to remember that there is a need to preserve the “great working relationships” that already exist and to continue communicating with one another.

“Things at the party weren’t all that different as far as we’re concerned,” said David Lau, PM, chairman of the Ho’okupu Ohana employee support organization. “Written into our charter is that we are an organization for POD and HED, so we’ll continue pretty much as we were, just putting our energies wherever they’re needed.”

The Ohana purchased the food out of funds collected previously, and attendees paid \$2 each, which essentially went for door prizes. About 150 people signed up, so they were able to purchase about 20 door prizes valued at between \$10-20. The atmosphere was “quite friendly and informal,” said one Ohana board member. “Just like always.”

Lau said that besides the Board, about two dozen individuals from all different offices assisted in the preparations. Helping to spread “Aloha” at the party, Wendy Mow’s daughters: Kimberly-Ann, 9, and Chelsie-Ann, 6, assisted Lau in calling-out and handing-out door prizes that represented a whole gamut of practical items from thermos bottles to picnic coolers.



*POD Commander Col. (P) Carl A. Strock wends his way through the food line as Ho’okupu Ohana board member Dora Nishihara, DE, fills Mrs. Strock’s plate, leaving no doubt that “pau hana” parties are all about food. Photo by Jim Dung*

# Housekeeping...

*Continued from page 1*

HED has something to do with the quantities of file folders currently being moved about, said Tarrant, without good records management the government would “drown in a sea of paperwork.”

“It isn’t until you begin to pack up records for storage that you realize how quickly things accumulate,” said Tarrant. “And, there’s more to it than just shoving things into boxes! Like records have to be with like records. The contents of a box need to be listed on the outside of the box. And, the contents have to match the SF-135 (Records Transmittal and Receipt) list of what’s there.”

Normally a monthly and quarterly procedure, records movement is a never-ending process. When DETS recently packed up everything prior to physically changing their offices, Adrienne Kahalepuna, ED-M, simplified the process tremendously by having the project engineers individually inventory the records going into each box. Once sealed, that iden-

tification on the outside of the box assists both in the retrieval and disposal of them at a later date.

Records become important the moment someone needs to refer to the information on them, said Tarrant. Over time, they often become the sole source of “institutional knowledge.” Some, such as those from Civil Works projects, are so significant that temporary storage is by-passed completely and they are sent directly to archives at the Federal Records Center in Seattle for permanent storage.

The records that are Schofield-bound to the RHA are currently from one to three years old and will repose in temporary storage for six to ten more years before they are destroyed. When the time comes later for storage and disposal, Tarrant will confirm “ownership” of the records together with their expiration dates. Come disposal time, white paper will be separated out for recycling and other materials will be incinerated.

“There are a lot of unsung heroes around,” said Tarrant. “Those boxes weigh about 40 pounds apiece, so moving them around and keeping things neat requires a strong back and tireless effort, and lots of help from the folks in Logistics!”

**Education:** *A school system without parents at its foundation is just like a bucket with a hole in it.*  
—Jesse Jackson, U.S. politician and civil rights leader

## The Electronic Library

By Ruby Mizue

### Construction Criteria Base (CCB) Update!

•CCB is a library of construction guide specifications, manuals, standards and other construction-related documents published quarterly by the National Institute of Building Sciences. The CDROM subscription has been available on our network to POD/HED users for some time. Instructions for accessing the networked CDROM as well as World Wide Web Access can be found in the Outlook Bulletin Board, E-Library Connection mailbox.

•The latest release (#43) is dramatically different from past editions. You can expect a brand new and much improved interface, a new document format (Adobe Acrobat pdf and not ASCII), and more powerful ways of locating and working with the information. The new edition will be placed on the network as soon as the restructuring and server reconfigurations are complete. We appreciate your patience as we focus on moving to our new organizational structures.

### Telnet Application in your Browser

•As you browse through the Electronic Library, you may encounter sites that will connect you to other computer networks using the telnet application. You will need to configure your browser to recognize the telnet application in order to make the connection. Instructions for doing so are posted in the Outlook Bulletin Board, E-Library Connection mailbox. The instructions are for PC users only, and caution you to avoid any other changes to options or preferences. Call Helpdesk if you have any questions or problems with the procedures.

### BNA Environment Library CD Discontinued

•After subscribing to the network version of this library on CD-ROM for a year, the primary users in Environmental Branch and Office of Counsel recommended that the subscription be discontinued. Many of these documents can be found at sites on Web and from other sources. Some of these sites are included in the "Related Resources" room of the POD Electronic Library on the Web. Any suggestions for additions to this list, or for other CD-ROM products are welcome.

Visit the POD home page on the World Wide Web. Find it at: <http://www.pod.usace.army.mil>

## PRODUCTIVITY CORNER

### A tough choice?

A great many people now believe the country's problems are so severe that no president can solve them.

People also know that all modern presidents are under intense pressure all the time—from their political opponents, from special interest groups and from the news media.

So, we asked, "Would you rather be president for four years or spend a week in jail?"

The majority—52 percent—said they'd rather go to jail.

—David Brinkley, *Everyone Is Entitled to My Opinion*

### The men's club

When I was at Sun Microsystems, I remember being at a sales meeting. There

had to be 200 guys and me. At the break, we all went down to the rest rooms, and one of the guys opened the door to the men's room for me—being the gentleman that he was. They realized what they had done so they all started slapping me on the back, you know, "Marleen, you've really made it to the men's club."

I probably should have gone into the bathroom with them, but I didn't. I turned beet red and went into the ladies' room.

I felt really welcomed. I had been working more than 20 years, and that level of acceptance was fabulous.

—Marleen McDaniel, CEO, Wired Networks Inc., in *Forbes*

### What's behind an idea

Bette Nesmith Graham, mother of Monkees band member Michael Nesmith, was the inventor of Liquid Paper correction fluid. She came up with the idea of using a small bottle of tempera waterbase paint to correct her

typing errors while she was an executive secretary with Texas Bank & Trust in Dallas in 1951. She supplied bottles of the fluid to other secretaries at her workplace (under the name Mistake Out) for several years; then, in 1956, she improved the formula, changed its name to Liquid Paper, and set out to trademark the name and patent her product.

After IBM passed on her offer to sell Liquid Paper to them, Nesmith started marketing the product on her own. Liquid Paper, Inc., did not become profitable for several years, and it was not until the mid-1960s that Liquid Paper correction fluid began to generate substantial income for its inventor.

Liquid Paper was sold to the Gillette Corporation in 1979 for \$47.5 million (plus a royalty on every bottle sold until the year 2000). Bette Nesmith Graham died in 1980, leaving half her fortune to her son Michael and half to philanthropic organizations.

—First Draft



**Memories:** *Some memories are realities, and are better than anything that can ever happen to one again.*  
—Willa Cather, American author, 1873-1947

## PRODUCTIVE PEOPLE



### Sharon Freitas

*Hometown: Pearl City, Hawaii*

*Years with Corps: 9*

*Works in: Construction-Operations*

**C**omputer specialist Sharon Freitas has the responsibility of coordinating computer operations within HED "Con-Ops." No small task, she also is responsible for how the RMS construction management, PROMIS project management and CEFMS accounting systems interact together.

"I love my job," says Freitas. "Even after all this time, I find that the dedication of my co-workers kind of rubs off and I actually look forward to coming to work."

Enjoying activity and being with others, Freitas spends her off-duty time with her husband Allen, two daughters: Cassie, 4; and Tiana, 1-1/2; and two dogs: Lehua and Pua. As if that weren't enough, weekends are devoted to providing "pit crew" support to her father's Super-Competition class drag-racing Camaro cars.

"It's a lot of fun," she says. "It's really brought our family close together and we all get a big kick out of seeing my dad's cars do the quarter mile in the low 7's." Seven seconds, that is. "At one time I was crew chief, but that was before I got married and had my daughters. In 1991 everything changed: I graduated from college, got married, moved into our house in Palisades, and started working in Con-Ops. Since then, when I go to the track, I help with staging, fold parachutes, whatever. I guess it's just like at work. I just do what needs to be done."

Sharon is making HED more productive.



### Kent Tamai

*Hometown: Honolulu, Hawaii*

*Years with Corps: 13*

*Works in: Contracting*

**S**ome people seem born with an affinity for certain places or things and that might be said about contract specialist Kent Tamai. Born in Japan while his father, Keiji, was working at JED, he first came to work for POD as a GS-3, clerk-typist, in Emergency Management upon finishing college and taking the civil service exam. That was at a time when Keiji hadn't yet retired and was also working for POD, in Family Housing Branch.

Eventually, Tamai became an intern in Contracting, later returning to Japan and JED where he remained for seven years. Married now for three years to Kazumi, whom he met in Japan, Tamai said that getting his wife's family's permission to get married was an interesting experience because he had to do it all in Japanese.

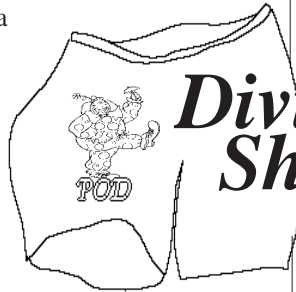
Raised largely in Japan, Korea and Germany, Tamai said he loves winter sports and vacations at places where he can ski or go snowboarding. Because Kazumi works in an airlines job that requires her presence during peak periods, Tamai said that vacations can be interesting because they're both not always able to take off at the same time. On a recent snowboarding trip to Lake Tahoe, he and Kazumi were able to get together for only one day in San Francisco. Not put off by "minor" difficulties like that, Tamai said that they make up for it at other times by jogging, eating out and doing many things together.

Kent is making HED more productive.



**Truthfulness:** *Fishermen don't lie. They just tell beautiful stories.*  
 —Syngman Rhee, Korean political leader, 1875-1965

**Aloha means goodbye** to hydraulic engineer **Lorayne "Nani" Bennett, ED-S,** who left March 18 to take a position as a civil engineer with JED Civil Design Branch. Nani completed the USACE intern program in March 1996.



**Aloha means hello** to **James C. R. Lee** on his return to Hawaii from JED. Lee is now with HED Engineering Services Branch and was in the POD Technical Engineering Division before he went to Japan.

**Congratulations** to **Roxane Iseri, RE,** and husband Wayne on the birth of a baby boy, Feb. 23. Baby Matthew came into this world weighing 8 pounds, 7 ounces and was 21-1/2 inches long. Mother and baby are doing fine.

**Condolences** to the family of **Isami "Isa" Minashima** who died March 12 in Mililani Town. Isa retired from the HED surveyor's office in 1995 with 26 years of federal service. Services were held at Mililani Memorial Park, he was 69.

**Don't forget!**  
**April 7, 1998**  
**10th Annual**  
**POD Retiree Day**

**Program schedule:**  
9:30 - 9:40 a.m.  
*Coffee and Donuts in Room 323, Bldg. 230, Fort Shafter*  
9:45 - 10:50 a.m.  
*Commander's Update*  
10:50 - 11:15 a.m.  
*Bus to Hickam AFB*  
11:30 a.m. - 12:30 p.m.  
*Lunch at Tradewinds Club*  
 900 Hangar Avenue

12:30 - 1:30 p.m.  
*Program*  
1:30 p.m.  
*Return to Fort Shafter*

*Cost \$10.00. For reservations call*  
**Vernon Kajikawa,**  
**CEPOD-HR**  
**438-2285**

## POD/HED demonstrates health consciousness by attendance at health fair

Over 250 Corps employees felt strongly enough about the issues to attend the U.S. Army Garrison Safety, Health, Education and Legal Fair at Skyview Terrace, Fort Shafter on Feb. 27, said Bruce Barrett, chief of the POD and HED Safety and Occupational Health Offices.

A major drawing card of this annual event is the opportunity to be tested at no cost for such things as hearing, blood pressure, weight, body fat level, cholesterol, and tendency towards diabetes mellitus while one waits.

One HED employee commented that the numbers give him a chance to avoid getting scolded by the doctor at his annual visit by giving him enough time to diet.

Representatives of several dozen community and military organizations participated.

## National Volunteer Week, April 19-25

WASHINGTON--"Volunteer! Get connected!" is the theme chosen by the Points of Light foundation for this year's national volunteer week April 19-25.

"We can recover our sense of community— our pride in being a nation of neighbors who care. We can revitalize the tradition of service to others that has been so much a part of our history and national character," said retired Gen. Colin Powell.

## Poison Prevention Week, March 15-21

WASHINGTON--According to the U.S. Consumer Product Safety Commission (CPSC), each year, approximately 50 children under the age of six die from poisoning. And each year, more than a million consumers call poison control centers about child poisonings. Last year, alone, they received 100 thousand calls just about children exposed to pesticides. Poison control centers save lives and health care costs. Every

dollar spent on a poison control center saves about \$7 in medical expenses.

To report a dangerous product or a product-related injury and for information on CPSC's fax-on-demand service, call CPSC's hotline at (800) 638-2772. Consumers can obtain recall information at CPSC's web site at

<http://www.cpsc.gov>