

Project Completion Report Rocky Mountains Cooperative Ecosystem Studies Unit (RM-CESU)

Project Title: Science and Stewardship: Professional Development for Seasonal Employees

Project Code: P11AT10637 USURM-98

Type of Project: Technical Assistance

Funding Agency: National Park Service

Partner University: Utah State University

NPS Agreements Technical Representative: Judy Visty, Research Coordinator, Rocky Mountain National Park 1000 Highway 36 Estes Park, CO 80517, ph. 970 586-1302, judy_visty@nps.gov

Principal Investigator: Mark Brunson, Utah State University, EnvS Dept. 5215 Old Main Hill, Logan, UT 84322-5215; mark.brunson@usu.edu; 435/797-2458

Researchers: Alison Foster, Utah State University, EnvS Dept. 5215 Old Main Hill, Logan, UT 84322-5215; alison_foster@partnernps.gov; 703/395-5384

Summer Olson, Utah State University, EnvS Dept. 5215 Old Main Hill, Logan, UT 84322-5215; summer.olson@usu.edu; 435/797-8455

Start Date of Project: August 1, 2011

End Date of Project: December 31, 2012

Funding Amount: \$12,500

Project Summary, including descriptions of project deliverables, work accomplished and/or major results. If the information is restricted (e.g. location of endangered species or cultural resources), indicate the title and location of the final report. Also add web sites where project-related information may be found.

Rocky Mountain National Park (ROMO) has been working to promote the relevancy of the National Park Service (NPS) to youth and enhancing existing workforce by developing internship programs, facilitating internships and supporting professional development. These efforts seek to engage the public and youth, connect the NPS with diverse audiences, and support employees through mentoring and other professional development efforts.

Alison Foster and Summer Olson, Utah State University (RM-CESU cooperators), worked with Rocky Mountain National Park NPS to research, edit, write, and/or professionally design and layout communication products as a part of ROMO's efforts to enhance the workforce. This project includes the following materials: Science and Stewardship Professional Development materials including reference materials for program participants, support for program development and planning assistance, and workbooks. The purpose was to create a set of educational materials that can be used for a range of employees to enhance their skills and

abilities in the workplace. Many of the skills identified are viewed as the most important and also the least available for wildlife professionals. In order to continue to be competitive, employees will need to work on improving these skills.

The main product resulting from this project was the “Tailgate Leadership” workbook, which provides information, training, and activities in the Executive Core Qualifications (ECQs) established by the United States Office for Personnel Management (OPM). ECQs were established by OPM as essential qualities for any federal executive GS-11 or above, however these characteristics have the potential to enhance the work of any NPS employee. Ten ECQs, also referred to as competencies, were selected by the staff at ROMO as the most essential and needing of improvement in the target audience, NPS employees GS-3 to GS-11. Each competency is designed to stand alone as its own unit for learning and development and contains the following sections: definition, explanation of importance and applicability, characteristics, relevant examples, assessment, activities for increased understanding, and work cited. Lesson facilitators are free to use the entire workbook or simply select the activities and sections appropriate to their workshop. The content of each competency is written for consumption by NPS seasonal employees, however the content and activities could be tailored to a wider agency or organizational audience with minor effort.

Number of Students Participating in the Project: 0