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# United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, D.C. 20240

## MEMORANDUM

TO: Craig Smith, Deputy Director  
White House Personnel

FROM: B.J. Thornberry *B.J. Thornberry*  
Deputy Chief of Staff

DATE: January 13, 1995

RE: Michael P. Dombeck  
Director, Bureau of Land Management  
(PAS)

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### I. BACKGROUND

The position of Director, Bureau of Land Management (BLM) has been unfilled since the resignation of Jim Baca in February, 1994. BLM manages 270 million acres of surface land and over 570 million acres of mineral estate. It has an annual budget of over \$1 billion and approximately 11,000 employees. Throughout the Western United States, BLM employees are on the front lines in dealing with a wide range of high-profile public lands issues, such as grazing, mining and onshore oil and gas leasing.

### II. DISCUSSION

Mike Dombeck has been Acting Director of BLM since Jim Baca resigned. During the period of his leadership, BLM has made great strides toward reinvention, consistent with the Vice President's National Performance Review. The agency has developed strategic goals, an updated vision of BLM's future and a mission statement that embodies principles of ecosystem management and collaborative decisionmaking. Mike has exhibited extraordinary leadership abilities in effectuating these changes. He has also worked tirelessly to achieve a major reorganization of BLM, both at the headquarters office in Washington, D.C. and in the field. This reorganization has resulted in a shift of more than 185 positions from oversight functions to on-the-ground program operations.



During Mike's tenure BLM has implemented a host of better business practices, including process and regulation streamlining, employee empowerment and procurement streamlining. A new customer service plan was initiated to improve BLM's service to its constituents through greater understanding of user needs and increased responsiveness. One of Mike Dombeck's best qualities is his enthusiasm for innovative thinking and the depth of his understanding of tough issues -- such as how to "do more with less" as we learn to live with increasing responsibility during a time of decreasing budgets. Since Mike assumed the Acting Director's position, BLM has twice been awarded Vice President Gore's Hammer Awards for having improved customer service while saving money.

Equally or more important to BLM has been the response of its employees to Mike's appointment and leadership. He played a major role in the BLM "Summit", which is widely regarded as a turning point for the agency. The Summit served to move BLM a long way toward becoming a government agency that truly is customer oriented and that values risk-taking. Increased morale among employees since the Summit is evident.

Mike's enthusiastic, non-confrontational approach also has gained him the respect of the staffs of other agencies, state and Congressional leaders and the general public. He has demonstrated a remarkable ability to work cooperatively with other government units, as evidenced by his work with the U.S. Forest Service during the fire tragedy last summer. His approach during that devastating occurrence was a textbook example of how to deal with press inquiries, the families of victims and the employees who served with them.

Another area at which Mike has excelled is improving the diversity of BLM's human resources. This is particularly evident in his field appointments over the last year. For example, Mike had the opportunity to name 8 new State Directors, including three female State Directors. Likewise, 3 of the 6 Associate State Director positions filled during Mike's tenure went to women. His other appointments, both in the field and at headquarters, reflect the same effort to recognize, recruit and promote talented individuals of diverse backgrounds. In this regard, he has established memoranda of understanding with Historically Black Colleges and Universities and the Hispanic Coalition, designed to improve recruitment, employment and career enhancement and retention of African and Hispanic Americans with BLM.



III. SPONSORS

Secretary of the Interior Bruce Babbitt.

IV. RECOMMENDATION

We strongly recommend that the President appoint Michael P. Dombeck as Director of the Bureau of Land Management at the Department of the Interior.

Michael P. Dombeck, Democrat, Wisconsin

Approve \_\_\_\_\_ Disapprove \_\_\_\_\_ Discuss Further \_\_\_\_\_



## BIOGRAPHY

# **Dr. MICHAEL P. DOMBECK**

**Acting Director, Bureau of Land Management**

As Acting Director of the Bureau of Land Management (BLM) and a 17-year career Federal employee, Dr. Mike Dombeck oversees management of 270 million acres of surface land and over 570 million acres of mineral estate. He also manages a budget of more than \$1 billion and a work force of about 10,000.

Dr. Dombeck's executive ability combines a committed vision to strong leadership, quality customer service, and efficient business operations, with an untiring quest to improve communications and time management. During his tenure as Acting Director of the BLM, he has made significant advancements in streamlining BLM's organization, instilling the "customer first" ethic, and improving business and human resource management practices.

Dr. Dombeck has come to know the BLM from several positions he has held. He has served as Chief of Staff, Deputy Assistant Secretary, and Acting Assistant Secretary for Land and Minerals Management with responsibility for overseeing the programs of three Interior Department agencies, including the BLM. He has also been the advisor to the BLM Director on science, fish, wildlife, and recreation issues and the liaison on those issues with Congress, industry, and conservation organizations.

His perspectives on managing natural resources come from a combination of his broad personal, professional, and academic experiences. He grew up in northern Wisconsin's lake country where he worked as a fishing guide for 11 summers. He earned undergraduate and graduate degrees in biological sciences and education from the University of Wisconsin-Stevens Point and the University of Minnesota. He earned his doctorate in fisheries biology from Iowa State University and is noted for research contributions on muskies and lake habitat management. Dr. Dombeck has authored numerous publications and made frequent national and international scientific presentations.

Dr. Dombeck taught biology, chemistry, science, zoology, and fisheries management at public schools and universities. He spent 12 years with the Forest Service primarily in the Midwest and West. As National Fisheries Program Manager in Washington, D.C., he was recognized for outstanding leadership in developing and implementing fisheries programs and forging partnerships. He also spent a year as a Legislative Fellow working for U.S. Senator Thad Cochran with responsibility for natural resource and Interior appropriations issues.



Dr. Dombeck and his family live in Vienna, Virginia. They enjoy outdoor activities, especially fishing, hunting, boating, and camping.

### Personal Summary

<b>Residence</b>	Vienna, Va.
<b>Date/Place of Birth</b>	9/21/48, Stevens Point, WI.
<b>Marital Status</b>	Married, one daughter, Mary.
<b>Education</b>	Ph.D., Fisheries Biology, Iowa State University M.S. Zoology, University of Minnesota M.S.T., Biology & Education; B.S., Biology & General Science, Univ. of WI-Stevens Point
<b>Personal Interests</b>	An active outdoorsman, he was born and raised 25 miles from a town of 1,500 people. He regularly spends time hunting, fishing, boating and camping. Served as seasonal fishing guide from 1966 to 1977 in Wisconsin.

### Career Summary

<b>February 3, 1994</b>	Named to serve as Acting Director, Bureau of Land Management
<b>9/93-2/94</b>	Chief of Staff to Asst. Sec., Land and Minerals Management, Dept. of the Interior, Wash., D.C.
<b>1/93-9/93</b>	Acting Asst. Sec./Dep. Asst. Sec., Land and Minerals Mgmt., Dept. of the Interior, Wash., D.C.
<b>9/89-12/92</b>	Science Advisor and Special Assistant to Director, Bureau of Land Management, Wash., D.C.
<b>1987-1989</b>	National Fisheries Program Manager, USDA, Forest Service, Wash., D.C.
<b>1985-1987</b>	Regional Fisheries Program Manager, Pacific Southwest Region, USDA, Forest Service, CA.
<b>1978-1985</b>	Fisheries Biologist, USDA Forest Service, MI and WI
<b>1971-1973</b>	Instructor of Zoology, Univ. of Wisc.-Stevens Pt.

### Professional and Honorary Affiliations:

- American Fisheries Society - Certified Fisheries Scientist
- Society of American Foresters
- American Institute of Fishery Research Biologists
- Gamma Sigma Delta, Honorary Society (Agriculture)
- Sigma Xi, Scientific Research Society
- Board of Governors - Freshwater Fishing Hall of Fame



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# MICHAEL P. DOMBECK

## Biographical Information

Acting Director  
Bureau of Land Management  
U.S. Department of the Interior

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Residence	Vienna, Virginia
Date of Birth	September 21, 1948, Stevens Point, WI
Marital Status	Married, one daughter
Education	Ph.D., Fisheries Biology, Iowa State University M.S., Zoology, University of Minnesota M.S.T., Biology & Education; B.S., Biology & General Science Univeristy of Wisconsin-Stevens Point
Other Training	SES Candidate Development Program, July 1991-October 1992 - SES Appointment, January 1993 Federal Executive Institute, 1991 LEGIS Fellow: Senate staff handling agriculture, natural resources, and Interior appropriations issues, 1988 Executive Management for Natural Resource Managers, Penn State University, 1987

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## Career Summary

2/94-Present	Acting Director, Bureau of Land Management Department of the Interior, DC
9/93-2/94	Chief of Staff to Assistant Secretary-Land and Minerals Management Department of the Interior, DC
1/93-9/93	Acting Assistant Secretary/Deputy Assistant Secretary-Land and Minerals Management, Department of the Interior, DC
1989-1992	Science Advisor and Special Assistant to the Director Bureau of Land Management, DC
1987-1989	National Fisheries Program Manager, USDA Forest Service, DC
1985-1987	Regional Fisheries Program Manager, Pacific Southwest Region, USDA Forest Service, CA
1981-1985	Fisheries Research Project Leader, USDA Forest Service, Milwaukee, WI
1978-1981	District Fisheries Biologist, USDA Forest Service, Munising, MI
1971-1973	Instructor of Zoology, University of Wisconsin-Stevens Point
1963-1977	Fishing guide (summers), Hayward, WI



## Publications

- Salwasser, H., G. Contreras, M. Dombeck, and K. Siderits. 1989.  
A marketing approach to fish and wildlife program management.  
Transactions of the 54th North American Wildlife and Natural Resources Conference.  
pp. 261-270.
- Dombeck, M. P. 1987. Artificial turf incubator for muskellunge eggs.  
North American Journal of Fisheries Management 87:425-428.
- Dombeck, M. P. 1986. Muskellunge habitat with guidelines for habitat management.  
American Fisheries Society Special Publication 15:208-215.
- Dombeck, M. P., B. W. Menzel, and P. N. Hinz. 1986.  
Natural muskellunge reproduction in midwestern lakes.  
American Fisheries Society Special Publication 15:122-134.
- Dombeck, M. P., R. W. Bachmann, and B. W. Menzel. 1984.  
A method for measuring oxygen microstratification.  
Journal of Freshwater Ecology 2:535-540.
- Dombeck, M. P. 1984. Ecological factors affecting muskellunge (Esox masquinongy)  
reproduction in midwestern lakes. Ph.D. Dissertation, Iowa State University.
- Dombeck, M. P., B. W. Menzel, and P. N. Hinz. 1984. Muskellunge spawning habitat and  
reproductive success. Transactions of the American Fisheries Society 113:205-216.
- Dombeck, M. P., J. Hammill, and W. Bullen. 1984. Fisheries management and fish dependent  
birds. Fisheries 9(2):2-4.
- Dombeck, M. P. 1979. Movement and behavior of the muskellunge determined by  
radio-telemetry. Wisconsin Department of Natural Resources Technical Bulletin No. 113.
- Dombeck, M. P. 1974. The meristic variation of the rainbow darter.  
M.S.T. Thesis, University of Wisconsin-Stevens Point.

## Selected Professional Presentations

- The Public Lands; Past, Present, and Future. Natural Areas Conference, Indiana University, 1992.
- "Join us" challenge cost-share for wildlife and fisheries on National Forests.  
International Association - Wildlife Planners Conference, Duluth, MN, 1989.
- Integrating fisheries into land management. Third International Natural Resources Conservation  
Conference, Taipei, Republic of China, 1988.



## **Selected Professional Presentations (continued)**

Trends in fishing use - impacts on future programs - Keynote Address.

Annual Meeting of the Northeast Association of Fish and Wildlife Agencies, 1988.

Rise to the Future: The Forest Service Fisheries Program.

117th Annual Meeting of the American Fisheries Society, 1987.

Muskellunge habitat relationships model. Wildlife and Fish Habitat Relationships Workshop.

Fort Collins, CO, 1985; developed slide-tape module, 1986.

Muskellunge habitat management with emphasis on reproductive habitat.

International Symposium on Muskellunge, 1984.

Ecological factors influencing muskellunge-northern pike interaction in midwestern lakes.

International Symposium on Muskellunge, 1984.

Muskellunge spawning habitat and reproductive success. American Fisheries Society, WI-MN

Chapter Meeting, 1984; Best Paper Award.

Ecological factors affecting natural muskellunge reproduction. American Fisheries Society,

113th Annual Meeting, 1983.

The influence of substrate on muskellunge egg mortality.

Seventh Annual Larval Fish Conference, 1983, and 44th Midwest Fish and Wildlife Conference, 1982.

Fisheries management and fish dependent birds. American Fisheries Society 110th Annual

Meeting, 1980.

Movement and behavior of the muskellunge determined by radio-telemetry.

39th Midwest Fish and Wildlife Conference, 1977.

## **Honors and Professional Affiliations**

- Advisory Committee Member, Virginia Polytechnic Institute and State University  
School of Forestry and Wildlife Sciences
- Certificate of Merit for Sustained Outstanding Performance, 1989 & 1991 (Cash Award)
- Certificate of Merit for Outstanding Leadership of the National Fisheries Program, 1988  
(Cash Award)
- Certificate of Merit for fisheries program leadership in the Pacific Southwest Region, 1987
- Certificate of Appreciation for contributions to the National Plan for Fish Habitat  
Research and Research Coordination, 1987
- Employee Suggestion Award for incubation of fish eggs on artificial turf mats, 1987 (Cash  
Award)
- International Muskellunge Symposium, Program Chairman, 1984
- Best Paper Award - 1984, WI Chapter - American Fisheries Society



## Honors and Professional Affiliations (continued)

- Employee Suggestion Award for developing a technique for measuring dissolved oxygen in aquatic microzones, 1983 (Cash Award)
- J. N. Darling Award for outstanding conservation journalism, Iowa State University 1983, 1982, 1981 (Cash Award)
- Outdoor Writers Association of America, National Scholarship, 1982
- Theodore Roosevelt Scholarship, American Museum of Natural History, 1975
- American Fisheries Society - Life Member Certified Fisheries Scientist  
113th Annual Meeting, Session Convener Wisconsin Chapter Secretary-Treasurer,  
1984-1985
- Society of American Foresters 1987, 1990 National Convention, Wildlife and Fish Ecology  
Session Convener
- International Association of Fish and Wildlife Agencies Inland Fish and Water Resources  
Committees, 1987-1990
- American Institute of Fishery Research Biologists
- Gamma Sigma Delta, Honorary Society (Agriculture)
- Sigma Xi, Scientific Research Society
- National Fishing Week National Steering Committee
- Board of Governors - Freshwater Fishing Hall of Fame



**Utah State**  
UNIVERSITY

Joseph A. Chapman, Ph.D., FIBiol  
Professor and Dean

Logan, Utah 84322-5200  
Office (801) 797-2445  
Fax (801) 797-2443  
Home (801) 752-7019  
[cnrdean@cc.usu.edu]



COLLEGE OF NATURAL RESOURCES

3/30/95

Dean Mike -

Just a note to  
say thank you for  
all your support at  
the recent mon signing.  
It was a great  
event. Let me  
know what I  
can do to be of  
help.

Best Personal Regards  
Joe



# Utah State UNIVERSITY

COLLEGE OF NATURAL RESOURCES  
Office of the Dean  
Logan, UT 84322-5200  
Telephone: (801) 797-2445  
FAX: (801) 797-2443

MAY 12 1995

May 1, 1995

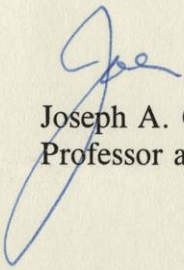
Michael Dombeck, Director  
Bureau of Land Management  
1849 C Street, N.W.  
Washington, D.C. 20240

Dear Mike:

Enclosed is your copy of the signed MOU establishing the Interagency Natural Resources and Environmental Analysis and Synthesis Center at Utah State University. I have also included a framed collection of photos taken by BLM/LEMAC Center Director Craig Altop at the signing ceremony.

We will try to set up a meeting of the signatories or designees in Washington D.C. sometime in June or July to talk about the Center and its future.

Sincerely,

  
Joseph A. Chapman  
Professor and Dean

JAC/abl



COLLEGE OF NATURAL RESOURCES





## CONSERVATION ROUND TABLE OF WASHINGTON

### What's Ahead for Our Public Lands

**Michael Dombeck**

**Acting Director  
Bureau of Land Management**

**WHEN:** Wednesday, May 3, 1995  
11:45 a.m. Cash Bar  
12:30 p.m. Luncheon

**WHERE:** National Press Club  
14th and F St., NW, 13th fl.  
Washington, DC

The Bureau of Land Management has been at the center of a whirlpool of controversial topics in recent days. Proposals to increase grazing fees, unresolved claims to rights-of-way on public lands under Revised Statute 2477, civil disobedience by permit holders, and harassment of BLM employees are among the issues facing the director of the beleaguered agency.

Mike Dombeck was named to serve as Acting Director of the Bureau of Land Management on February 3, 1994 in the wake of the resignation of Jim Baca. As Acting Director, Dombeck oversees management of 270 million acres of surface land and more than 570 million acres of mineral estate. He also manages a budget of more than \$1 billion and a work force of 10,000.

A career civil servant, Dombeck's 17 years as a federal employee has included the positions of Chief of Staff and Deputy Assistant Secretary of Interior for Land and Minerals Management. He has also been the advisor to the BLM Director on science, fish, wildlife, and recreation issues, and served as liaison with Congress, industry, and conservation organizations.

Dombeck grew up in northern Wisconsin's lake country where he worked as a fishing guide for 11 summers. He earned undergraduate and graduate degrees in the biological sciences and education from the University of Wisconsin and the University of Minnesota. He earned his doctorate in fisheries biology from Iowa State University. Dombeck has taught in public schools and universities and spent his early years as a fisheries biologist with the Forest Service.

Reservations will be accepted by phone only if accompanied by a faxed copy of your check and reservation form, provided below. If mailing your reservation, please call to notify us as well due to the lateness of this notice. The cost of the luncheon is \$30.00 (only \$25.00 for NRCA member groups). There will be an additional charge of \$3.00 for walk-ins, should space permit. At the door, please pay by check or exact amount in cash, as we are unable to make change. Should you have any questions, please call NRCA at (202)547-7553. All checks must be received by 3:00 p.m., Monday May 1, 1995.

Yes, I plan to attend the May 3 luncheon at the National Press Club.

Vegetarian Meal

☐

NAME: \_\_\_\_\_

PAYMENT: \_\_\_\_\_

TITLE: \_\_\_\_\_

PHONE: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

RETURN TO:



**Natural Resources Council of America**  
801 Pennsylvania Ave., SE, Suite 410  
Washington, D.C. 20003  
(202) 547-7553  
Fax (202) 543-6142



**The White House**  
**Office of the Press Secretary**

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**For Immediate Release**

**July 13, 1995**

**PRESIDENT CLINTON NAMES MICHAEL PAUL DOMBECK DIRECTOR OF  
THE BUREAU OF LAND MANAGEMENT, U.S. DEPARTMENT  
OF THE INTERIOR**

President Clinton today announced his intention to nominate Michael Paul Dombeck of Wisconsin as Director of the Bureau of Land Management, U.S. Department of the Interior.

Secretary Bruce Babbitt named Dr. Dombeck Acting Director of the Bureau of Land Management (BLM) in February of 1994. He has previously served in several key positions including Chief of Staff to the Assistant Secretary for Land and Minerals Management. From 1989 - 1992, Dr. Dombeck served as Science Advisor and Special Assistant to the Director of the BLM.

A professional natural resource manager, Dr. Dombeck has had numerous field assignments throughout the mid-west and the west. He brings nearly 20 years of resource management experience to the job and is noted for his organizational management skills, positive approach to resolving issues, building coalitions and working with people.

Dr. Dombeck received his Ph.D. in Fisheries Biology from Iowa State University, his M.S. in Zoology from the University of Minnesota and his B.S. in Biology and General Science from the University of Wisconsin - Stevens Point. He and his wife Pat and daughter Mary live in Vienna, Virginia and enjoy many outdoor recreational activities.

As Director of the Bureau of Land Management, Dr. Dombeck will work with Secretary Bruce Babbitt in managing the 270 million acres of federal surface land and over 570 million acres of mineral estate under the jurisdiction of the U.S. Department of the Interior.





July 14, 1995

Mr. Mike Dombeck  
BLM - M1B5660  
Director's Office  
1849C Street, N.W.  
Washington, DC 20240

Dear Mr. Dombeck,

Please accept heartfelt thanks and gratitude from the City Council of the City of Glenwood Springs for your attendance at the dedication ceremony of the Storm King Fourteen Monument here in Glenwood Springs on July 6, 1995. I'm sure your schedule is very busy, which makes it even more special that you would take the time to attend the ceremonies honoring the fallen fire-fighters, as well as the survivors, on the anniversary of the tragic fire.


Your attendance during the ceremonies was very touching and we truly appreciate you sharing your time with us. Again, thank you!

Very truly yours,

City Council of the City of Glenwood Springs

  
By Robert J. Zanella, Mayor

*Mike  
Thank you for coming to Glenwood and to  
attend our dedication.*

*Thanks & God Bless*  






# DEPARTMENT of the INTERIOR

## news release

### OFFICE OF THE SECRETARY

FOR IMMEDIATE RELEASE  
July 14, 1995

Stephanie Hanna (O) 202/208-6416

### MIKE DOMBECK NOMINATED BY PRESIDENT CLINTON AS DIRECTOR OF THE BUREAU OF LAND MANAGEMENT

Secretary of the Interior Bruce Babbitt today praised President Clinton's choice of Dr Michael P. Dombeck as nominee for Director of the Bureau of Land Management (BLM). The position requires confirmation by the U.S. Senate.

"Rarely have I had the opportunity to know in advance that this is exactly the right person for the job," Babbitt said. "This time, Mike already has my full confidence in his abilities as BLM director, since he has been acting in that position at my request for the past year."

Mike Dombeck was named Acting BLM Director in February, 1994, as a member of the career civil service. Since May, 1993, he served as Chief of Staff and as Acting Deputy Assistant Secretary to Assistant Secretary for Land & Minerals Management Bob Armstrong. Before Armstrong's confirmation by the Senate, Dombeck served as Acting Assistant Secretary, overseeing policy for the Bureau of Land Management and two other bureaus. From 1989 until 1993, Dombeck worked as Science Advisor and Special Assistant to the BLM Director.

"Mike Dombeck exemplifies the kind of public servant this country needs in leadership," Babbitt said. "He has worked at the district, regional and national level in natural resource management agencies for seventeen years. He has shown a consistent standard of excellence and dedication to this Administration's goals to restore, enhance and protect wildlife and fishery habitat on America's public lands."

Dombeck grew up in rural northern Wisconsin's lake country, and worked for 11 summers as a fishing guide. The youngest of six children and the first member of his family to attend university, he went on to earn a doctorate in biological sciences from Iowa State University.

(more)



Before coming to the Department of the Interior, Dombeck worked for the U.S. Forest Service as National Fisheries Program Manager. Prior to moving to Washington, DC, he held a number of positions for the Forest Service in the West and Midwest. Dombeck has taught biological and physical sciences at the high school and university levels and has authored numerous technical articles.

A dedicated outdoorsman and conservationist, Dombeck resides with his wife and daughter in Vienna, Virginia.

-DOI-





DIRECTOR - U. S. BUREAU OF MINES

July 17, 1995

Dear Mike,

Congratulations and best wishes for a swift and painless confirmation. Please call if I can be of help.

Sincerely,  
Rhea



Manuel Lujan, Jr.

7/19/95

Mike,

I just read where you have  
been nominated as BLM Director. You've  
done a good job as Acting Asst. Secretary.  
This should be a ky day "duck soup"  
for you - Congratulations

Manuel G. L.





MEMO  
STATE DIRECTOR'S OFFICE  
BUREAU OF LAND MANAGEMENT  
SANTA FE, NEW MEXICO

TAKE  
PRIDE IN  
AMERICA

8/2/95

Mike:

I wanted to tell you how much I appreciate your leadership and decisions at the ELT last week in Helena. Mostly, I just wanted to say thank you.

Your willingness to listen to us State Directors and modify your own thinking based on what you heard shows that you have faith and confidence in us. Your leadership has brought the ELT together as a team.

Thank you,

Bill





For America's Heritage

Public Lands Foundation

P.O. Box 10403

McLean, Virginia 22102

Email: leaplf@aol.com

August 4, 1995

Senate Committee on Energy and Natural Resources  
Chairman Frank Murkowski  
SD-364  
Washington, DC 20510

Dear Chairman Murkowski:

We are writing in regard to the appointment by President Clinton of Mike Dombeck to be the Director of the Bureau of Land Management (BLM), US. Department of Interior and ask that this letter be included in the record of hearing on Mr. Dombeck's confirmation.

First let me briefly explain to the Committee the interest the Public Lands Foundation (PLF) has in this nomination. As a national organization of retired but still dedicated BLM employees who continue to be concerned for the proper management of the public lands administered by BLM, the Foundation is a non-partisan advocate for sound public land management and has a unique body of knowledge and expertise regarding such. What is more important we have kept up with public land issues and truly understand what is happening to the public lands. Our goals include supporting professional management of the public's land by professional career employees in all positions including the most important top leadership positions. Our membership now located in 33 states includes former Directors, State Directors, District Managers and resource and administrative professionals.

Drawing from our membership with first hand experience in the matter, the Foundation has made a study of the personal and professional demands placed on the Director of BLM and has developed the following criteria that should be used to select a candidate for the Director position. In addition to the standards of personal integrity, freedom from potential conflict of interest, and other standards that all Presidential appointments must meet, the following criteria are derived specifically from the duties and responsibilities of the Director:

1. Has formal education broad enough to provide an understanding of the scientific, economic and social significance of the natural environment and its components.
2. Has an established reputation in the field of natural resources management.
3. Has extensive experience and demonstrated the ability in the successful administration of complex organizations.
4. Has proven executive leadership in dealing with complex issues involved in natural resources management and in working with a diverse constituency.

We believe that in selecting a BLM Director, considering the broad scope of the public lands and the extremely valuable resources involved, the very best qualified people should be under consideration, not



the nominally qualified, and these criteria serve that purpose. Anything less does an injustice to the American people who are the owners of the vast public land acreage administered by BLM which is the largest Federal estate in our country.

If one needs to resort to statutory guidance for this selection then Section 301 (a) of FLPMA states the Director appointee should have a "broad " background and "substantial" experience in public land and natural resource management. The PLF's criterion gives these statutory criteria more specific substance.

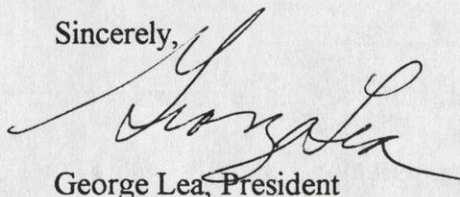
The BLM has long sought to achieve the public recognition enjoyed by the Forest Service Chief in the Department of Agriculture and other principal officers of the agency who have all been career professionals and thus maintaining a high level of professional competence while still being responsive to policy directions of each administration.

Under our criteria, Mr. Dombeck is fully qualified for the position of BLM Director and we can and do strongly support his appointment. Mr. Dombeck has been Acting Director for over a year now and has demonstrated to our membership that he would be a very competent Director. He has previously served in several key positions with the US Forest Service. From 1989 to 1992 he served as science advisor and special assistant to the BLM Director. From 1992 to 1994 he was chief of staff to the Assistant Secretary of Interior for land and minerals management and has been a professional natural resources manager for nearly 20 years. Dombeck received his Ph.D. in fisheries biology from Iowa State University, his M.S. in zoology from the University of Minnesota and his B.S. in biology and general science from the University of Wisconsin.

Mr. Chairman, the dedication and effort of the present membership of the PLF on behalf of the public lands go back to the 1930's. No matter who is appointed Director of BLM these men and women will continue their support of highly professional management of the public lands and will continue to work with BLM officials, your committee and others to that and other beneficial ends. No matter who is appointed Director at BLM, we believe that the Secretary of Interior, the President, the Congress and the general public will best be served if your Committee secures from the appointee a pledge that he will commit himself to the professional management of the public lands and that he will select as his Associate Director and other key personnel only highly qualified career public land professionals.

We thank you for the opportunity to express our concerns about a very important public position. We look forward to Mr. Dombeck's appointment as Director and to working with him.

Sincerely,

A handwritten signature in dark ink, appearing to read "George Lea", written over a horizontal line.

George Lea, President



**NATIONAL FRESH WATER  
FISHING HALL OF FAME**

Box 33, Hall of Fame Drive  
Hayward, Wisconsin 54843  
Phone (715) 634-4440

A Non-Profit 501(c)(3)  
Tax Exempt Organization



August 5, 1995

Dr. Mike Dombeck  
305 Broadleaf Dr.  
Vienna, VA 22180

Dear Mike:

Congratulations on your recent appointment as Director of the Bureau of Land Management. I know you have been doing the job for some time, but it is nice to get the title.

It is a position with great responsibilities, so the demand on your time and efforts will be considerable.

Mike, again congratulations on your appointment and wish you the best in your position. Lots of luck.

Sincerely,

Ted Dzialo  
Director

P.S. It was a pleasure to see you at the fish fry recently.



# SRM

# SOCIETY FOR RANGE MANAGEMENT

SRM Office  
1839 York St.  
Denver, Colorado 80206  
Phone: (303) 355-7070

**Fred C. Bryant**  
**President**  
**(1995)**

203 Holden Hall  
Texas Tech University  
Lubbock, TX 79409-1035  
Office: (806) 742-3884  
Fax: (806) 742-3892

August 8, 1995

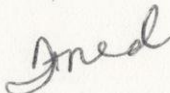
Mike Dombeck, PH.D.  
Acting Director  
Bureau of Land Management  
Department of The Interior  
1849 C St. N.W.  
Washington, D.C. 20240

Dear Mike,

It was good to see you again. On behalf of SRM, I want to extend my deepest appreciation to you for your support of the MOU and for encouraging BLM employees to be active in their professional societies. We applaud your leadership.

If there is anything I can do for you please let me know.

Sincerely,



Fred C. Bryant

xc: Bud







*"Voice of the Western Slope, since 1953"*

*A coalition of counties, communities, businesses & individuals*

**970 / 242-3264 ★ FAX 970 / 245-8300**

**P.O. Box 550**

**Grand Junction, Colorado 81502-0550**

September 14, 1995

Mr. Mike Dombeck, Director  
Bureau of Land Management  
U.S. Dept. of Interior  
1849 C St., N.W., Room 5660  
Washington, D.C. 20240

Dear Mike:

Thank you very much!

We very much appreciate your willingness to speak at the 1995 Fall Meeting of CLUB 20. Your remarks were very well received by the attendees, and we very much appreciate having the benefit of your thoughts.

Come see us again soon and let me know whenever we can be of service to you.

Sincerely,

Greg E. Walcher  
President

GEW/cr





UNITED STATES DEPARTMENT OF COMMERCE  
National Oceanic and Atmospheric Administration  
NATIONAL MARINE FISHERIES SERVICE  
1335 East-West Highway  
Silver Spring, MD 20910  
THE DIRECTOR

SEP 15 1995

Mr. Michael P. Dombeck  
Director  
Bureau of Land Management  
Department of the Interior  
1849 C. Street, N.W.  
Washington, D.C. 20240

Dear Mr. Dombeck: *Mike*

I wanted to congratulate you on being permanently appointed as the Director of the Bureau of Land Management. I look forward to continuing our work together on issues surrounding the recovery of endangered and threatened salmon species.

Sincerely,

Rolland A. Schmitten







# United States Department of the Interior

## BUREAU OF LAND MANAGEMENT

Lower Snake River Ecosystem  
Boise District Office  
3948 Development Avenue  
Boise, Idaho 83705-5389

In Reply Refer To:

1784

September 26, 1995

Bruce Babbitt  
Secretary of the Interior  
SIO 6156, MS 6229MIB  
1849 C Street NW  
Washington, DC 20240-0001

Dear Mr. Secretary:

The Lower Snake River District Resource Advisory Council would like to express its sincere appreciation for the time you and Acting Director Dombeck spent in the video conference with us and the other RACs on September 21, 1995. We are pleased that you both took so much time from your busy schedules to meet with us. It demonstrates your commitment to rangeland health and to the work of the Resource Advisory Councils.

We believe the video conference was very positive and beneficial. We would propose holding another one after the Councils have been functioning for one year. This would allow all of the Councils to share and review their work, and it would serve as an information bridge to new Council members coming on board.

Again, thank you very much for your time and effort. We appreciate it.

Sincerely,

---

Bert Brackett

---

  
Agnes Brailsford

---

  
David Meyers



019711

109354  
RECEIVED

95 OCT 13 PM 1:58

OFFICE OF THE  
EXECUTIVE SECRETARIAT

FOR DIRECTOR

URGENT

URGENT 10/13/95 1:58 PM FROM: [illegible] TO: [illegible]

Council members coming on board  
Councils to share and review their work, and it would serve as an information bridge to new  
members and staff the Councils have been functioning for one year. This would allow all of the  
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Dear Mr. Secretary:

Washington, DC 20540-0001  
1849 C Street NW  
210 E 12th St NW  
Secretary of the Interior  
Grace Herring

September 30, 1995

1384

In Reply, Refer To:

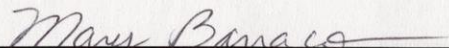
Office: 20540-0001  
2048 Development Avenue  
Home District Office  
Lower Snake River Resource

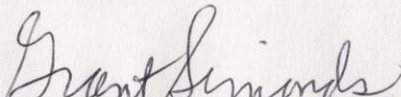
BUREAU OF LAND MANAGEMENT

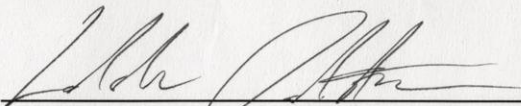
United States Department of the Interior







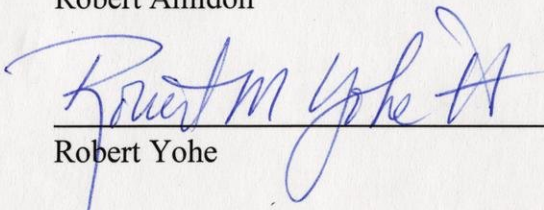
  
Mary Barraco

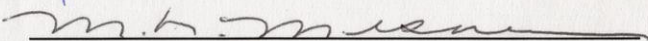
  
Grant Simonds

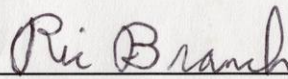
  
Lahsha Johnston


  
Pam Marcum

  
Robert Amidon

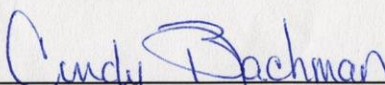
  
Robert Yohe

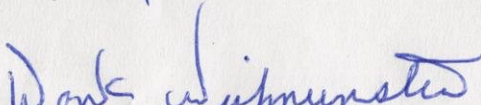
  
Mike Misner

  
Ric Branch

  
William Platts

Terry Gibson

  
Cindy Bachman

  
Don Weilmunster



## STATE OF COLORADO

## EXECUTIVE CHAMBERS

136 State Capitol  
Denver, Colorado 80203-1792  
Phone (303) 866-2471



October 6, 1995

Roy Romer  
Governor

The Honorable Hank Brown  
Senator  
716 Hart Senate Office Building  
Washington, D.C. 20510

Dear ~~Senator Brown~~ *Hank*

I am writing to express my support of the selection of Mike Dombeck as the next director of the U.S. Department of the Interior's Bureau of Land Management (BLM). I hope that you will give his nomination serious attention and support his selection to this post.

Mike has been the acting director of the BLM during some of its most turbulent times. He took over during our efforts to address rangeland reform initiatives – initiatives that have been greeted with controversy and passionate disagreements. Through it all, Mike has kept a professional demeanor and has helped steer the debate into more productive and collaborative directions. Mike is a contentious public servant who appreciates the ecology – and the economy – of the public lands.

I believe that Mike has and will continue to serve the agency, the West, the public lands and the American people with distinction and professionalism.

Sincerely,

A handwritten signature in cursive script, appearing to read "Roy".

Roy Romer  
Governor

RR/dy

cc: Secretary Bruce Babbitt, U.S. Department of the Interior



# STATE OF COLORADO

**EXECUTIVE CHAMBERS**

136 State Capitol  
Denver, Colorado 80203-1792  
Phone (303) 866-2471



Roy Romer  
Governor

October 6, 1995

Greg Walcher  
President  
Club 20  
P.O. Box 550  
Grand Junction, CO 81502-0550

Dear Greg:

Attached is a copy of a letter of support for the selection of Mike Dombeck as the next director of the U.S. Bureau of Land Management.

If you and your group shares the view that Mike would be a good choice for BLM director, I would ask that Club 20 send a similar letter of support.

Thank you for your consideration of this request.

Sincerely,

Roy Romer  
Governor

RR/dy

Enclosure



# STATE OF COLORADO

## EXECUTIVE CHAMBERS

136 State Capitol  
Denver, Colorado 80203-1792  
Phone (303) 866-2471



Roy Romer  
Governor

October 6, 1995

The Honorable Frank Murkowski  
Chairman  
Senate Energy and Natural Resources Committee  
364 Senate Dirksen Office Building  
Washington, D.C. 20510-6150

Dear Senator Murkowski:

I am writing to express my support of the selection of Mike Dombeck as the next director of the U.S. Department of the Interior's Bureau of Land Management (BLM). I hope that you will give his nomination serious attention and support his selection to this post.

Mike has been the acting director of the BLM during some of its most turbulent times. He took over during our efforts to address rangeland reform initiatives – initiatives that have been greeted with controversy and passionate disagreements. Through it all, Mike has kept a professional demeanor and has helped steer the debate into more productive and collaborative directions. Mike is a conscientious public servant who appreciates the ecology – and the economy – of the public lands.

I believe that Mike has and will continue to serve the agency, the West, the public lands and the American people with distinction and professionalism.

Sincerely,

Roy Romer  
Governor

RR/dy

cc: Secretary Bruce Babbitt, U.S. Department of the Interior