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United States
Department of
Agriculture

Forest
Service

WO

Reply to: 6130

Date: August 7, 1989

Subject: New Special Assistant to Director of BLM

To: Regional Foresters

Mike Dombeck has been selected to serve as Special Assistant to the Director of the Bureau of Land Management. The strong support Mike received for this from the conservation community is a reflection of Mike's contributions to the success of our Wildlife and Fisheries Programs. Additionally, this reflects the Chief's strong commitment to a true partnership approach to natural resource management.

Mike will report to his new position in mid-September. Congratulations to Mike, and we look forward to a continued close relationship.

/s/Robert D. Nelson

ROBERT D. NELSON
Director of Wildlife and Fisheries

cc:

Regional WLF Directors
Regional Fisheries Program Managers
WO WLF Staff

CA- 7 August 1989



United States
Department of
Agriculture

Forest
Service

WO

Reply to: 6130

Date:

Subject: Career Options

To: Michael P. Dombeck
THRU: Deputy Chief, National Forest System

The purpose of this letter is to confirm our discussion of the Bureau of Land Management's (BLM) need for a career Federal employee with singular knowledges and abilities to direct an effort to launch a new and expanded Fisheries and Wildlife Management Program within their agency; and the agency Director's request to me for assistance in locating such an individual within the Forest Service. The Director and his staff have reviewed your credentials and he has offered you a GM-14 level assignment. The position has potential for future growth. I believe such an assignment would greatly enhance your career opportunities and options and would have an associated positive effect on our interagency efforts with BLM.

I understand and appreciate the loyalty to the Forest Service that you expressed in our recent conversation and I support your desire to continue and complete your career with the Forest Service. At the completion of this BLM assignment or at an earlier date if you wish, I am committed to your return to the Forest Service in a position equal to or commensurate with the position in which you performed at BLM.

Mike, I am pleased that you are willing to undertake this challenging assignment and we look forward to a continued close and mutually beneficial working relationship.

F. DALE ROBERTSON
Chief



Caring for the Land and Serving People

FS-6200-28b(4/88)

MESSAGE SCAN

To FISH MANAGERS
To L.WELDON:R01A
To F.EVEREST:S26L05A
CC b.nelson
CC h.salwasser
CC p.janik

From: MICHAEL DOMBECK Host: W01A
Postmark: Aug 09,89 9:11 AM Delivered: Aug 09,89 9:11 AM
Status: Previously read
Subject: DOMBECK'S FATE (CONTINUED)

Comments:

Can't hardly believe this is all happening. A conversation with the Chief changed the direction of my life, at least for a while. This is a tremendous opportunity for a lowly fisheries biologist. Its really a reflection of Rise to the Future's success which is a direct result of all of your efforts. With a team like all of you, how could one fail? I really appreciate all of your effort and support. And don't stop being impatient, even if we have the best Fisheries Program going.

Cheers!!! Mike

-----X-----

MESSAGE SCAN

To M.DOMBECK:W01A

From: CAROL SHOBE:S22L03A

Postmark: Aug 09,89 4:52 PM

Delivered: Aug 09,89 6:56 PM

Status: Certified

Subject: Forwarded: 6130 PERSONNEL CHANGES

Comments:

From CAROL SHOBE:S22L03A:

Here's the letter from the RO we talked about this morning.
Sorry, it took me a little while to find a copy. Thanks for
calling. See you next week and let us know if you need a ride
from the airport.

Previous comments:

From CAROL SHOBE acting for L.SHULENBERGER:

Previous comments:

From BOISE FSL:

Previous comments:

From INT Director:S22A:

1 page follows. No hard copy will be sent.

-----X-----

United States
Department of
Agriculture

Forest
Service

INT

Reply to: 6130

Date: August 7, 1989

Subject: Personnel Changes

To: All INT Employees; CSU Directors; Regional Foresters, R-1 and R-4

Some good news and some bad news. First, the good news.

Keith Evans has been named as Assistant Station Director for Research! Keith will fill the vacancy created when Duane Lloyd moved to the Deputy position. His effective date is set for October 8 with a reporting date of October 23.

As for the bad news, we received word today that Mike Dombeck, picked as Project Leader for the new Fisheries Research Unit in Boise, has been "stolen" as special assistant to the Director of BLM. Mike will head up an effort by BLM to increase their wildlife and fisheries program. We wish Mike our very best in his new job!

/s/ Laurence E. Lassen

LAURENCE E. LASSEN
Station Director

WAYNE OWENS
UTAH — 2nd DISTRICT

COMMITTEES:
FOREIGN AFFAIRS
INTERIOR AND
INSULAR AFFAIRS



Congress of the United States
House of Representatives
Washington, D.C. 20515

WASHINGTON OFFICE
1728 LONGWORTH BUILDING
WASHINGTON, D.C. 20515
TELEPHONE (202) 225-3011

DISTRICT OFFICE
125 S. STATE
SALT LAKE CITY, UTAH
TELEPHONE (801) 524-4394

May 31, 1990

Michael P. Dombeck, Ph.D.
Special Assistant to the Director
Bureau of Land Management
18th & C Streets, N.W., Room 5640
Washington, D.C. 20240

Dear Mike:

Thank you for agreeing to meet with Congressman Owens at 9 AM on Wednesday, June 6, to outline ideas for the speech he is to deliver to the Outdoor Writers Association Annual Conference on June 11, 1990, in Salt Lake City.

Congressman Owens has fifty minutes on the conference agenda, including a short question-and-answer session. At the meeting with you next Wednesday, he would like to hear your ideas about the key points he could make to the Outdoor Writers to advance the cause of fish and wildlife conservation.

The meeting will be held in Congressman Owens' office at 1728 Longworth Building. Those attending the meeting will include:

- Mike Dombeck - Special Assistant to the Director, Bureau of Land Management
- Amos Eno - Director of Conservation Programs, National Fish and Wildlife Foundation
- George Lapointe - Legislative Counsel, International Assoc. of Fish and Wildlife Agencies
- Lonnie Williamson - Vice-President, Wildlife Management Institute

We look forward to seeing you next Wednesday.

Sincerely,

Michael C. Weland
Legislative Assistant



THE DEPUTY UNDER SECRETARY OF THE INTERIOR

WASHINGTON, D.C. 20240

June 12, 1990

Michael Dombeck
Special Assistant to the Director
Bureau of Land Management
U.S. Department of Interior
Washington, D.C. 20240

Dear Mike:

Saturday was a great success and I know a large part of the reason is due to your efforts in putting it all together. But I expected no less. I know Jamie and I really enjoyed it and I believe a great time was had by all.

Again, Mike, thank you for all of your work and we will definitely plan another trip.

Sincerely,

Donald R. Knowles



Sport Fishing Institute

1010 Massachusetts Avenue, N.W. (Suite 100), Washington, D.C. 20001 (202) 898-0770

MEMORANDUM

TO: Recreational Fisheries Task Group
Floyd Marita, USDA FS
Paul Brouha, AFS
Derrick Crandall, ARC
Mike Dombeck, BLM ✓
Elizabeth Estill, USDA FS
George Lundy, USDA FS
Jim Lloyd, USDA FS
Dallas Miner, AFTMA
Mark Reef, IAFWA

FROM: Gilbert C. Radonski, President *scr*

DATE: July 10, 1990

SUBJECT: **Congratulations on a Job Well Done!**

Recently, Task Group Chairman Butch Marita sent a memo to Dale Robertson telling him that the Task Group had completed the initial element of its charter.

The joint FS/BLM Recreational Fisheries Policy that our group put together and shepherded through the two agencies is a fine piece of work. We are, and can be justifiably proud of our product.

Although the work was demanding, everyone on the Task Group pulled their weight and hopefully all had a good time in the process.

I take this opportunity to thank each of you and let you know how much I enjoyed working with you. THANKS!

I look forward to the Task Group coming together again a year hence at a joint FS/BLM Workshop to evaluate the accomplishments of the two agencies in implementing the Policy.

Again, THANKS!

/nah

cc: Dale Robertson
Cy Jamison
Frank Snell
Mike Penfold



SOCIETY OF AMERICAN FORESTERS

Representing the Forestry Profession in America

5400 GROSVENOR LANE • BETHESDA, MARYLAND 20814 • (301) 897-8720

TELEFAX: (301) 897-3690

August 15, 1990

Mr. Michael P. Dombeck
USDI, Bureau of Land Management
18 & C Streets, NW, Rm. 5600
Washington, DC 20240

Dear Mike:

On behalf of the Society of American Foresters, President Art Smyth, and the delegates at Washington, DC, I want to express sincere thanks and appreciation for your invaluable assistance with our national convention.

Mike, your efforts as program chair for the C5-Wildlife and Fish Ecology working group technical sessions contributed greatly to the success of the convention. I really appreciate your taking this responsibility. We have had many compliments on the convention, including the working group programs and tours.

I and the Society greatly appreciate your substantial contribution to the success of the convention. I look forward to working with you in the future.

Sincerely,

Charles H. Harden
Director, Science and Education

CHH:pc

ERNEST F. HOLLINGS, SOUTH CAROLINA, CHAIRMAN

DANIEL K. INOUE, HAWAII
WENDELL H. FORD, KENTUCKY
J. JAMES EXON, NEBRASKA
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KEVIN G. CURTIN, CHIEF COUNSEL AND STAFF DIRECTOR
WALTER B. MCCORMICK, JR., MINORITY CHIEF COUNSEL AND STAFF DIRECTOR

United States Senate

COMMITTEE ON COMMERCE, SCIENCE,
AND TRANSPORTATION

WASHINGTON, DC 20510-6125

August 20, 1990

Mr. Cy Jamison, Director
Bureau of Land Management
18th and C Streets, NW
Washington, DC 20240

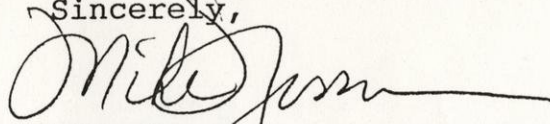
Dear Mr. Jamison:

I am writing to let you know that I found my recent trip to Idaho both informative and enjoyable. Prior to the trip, I must admit that my knowledge of Bureau of Land Management activities was limited at best. However, thanks to the efforts of your office, through Mike Dombeck, and Del Vail, your State Director in Idaho, I feel that I have been "educated." I know that a large number of individuals contributed to the success of the trip, but I would like to especially thank Alan Thomas, Don Smurthwaite, Lynn Bennett, Lloyd Ferguson, and Tom Dyer.

Let me end by saying that throughout my trip I found BLM's Idaho staff completely professional and eager to discuss the issues and opportunities that face land managers in the state.

If I can be of assistance in the future, please let me know.

Sincerely,



Mike Nussman
Senior Professional Staff

MN:mn1

cc: Delmar Vail
cc: K. Lynn Bennett
cc: Lloyd Ferguson
cc: Tom Dyer



ADDRESS ONLY THE DIRECTOR,
FISH AND WILDLIFE SERVICE

United States Department of the Interior

FISH AND WILDLIFE SERVICE
WASHINGTON, D.C. 20240



In Reply Refer To:
FWS/OTE

DEC 20 1990

Mr. Mike Dombeck
Assistant to the Director
Bureau of Land Management
Department of the Interior
1849 C Street, N.W.
Mailstop 5640
Washington, D.C. 20240

Dear Mr. Dombeck:

I would like to thank you for your recent participation in the Fish and Wildlife Service's Upper Level Management Development Program (ULMDP). Your generous support of this program will contribute to the development of well qualified individuals for future positions of leadership within the Fish and Wildlife Service (Service). Your presentation was very well received by the group, and stimulated many comments and considerable discussion during the evening break-out sessions. Topics such as yours provide a unique perspective for Service managers and certainly broaden their horizons.

This year's ULMDP brought together a host of well qualified presenters from within government, from private industry, and from conservation organizations and private foundations. This cooperative effort is reflective of the direction we must follow in solving the many resource issues we are faced with today.

I hope we can count on your participation in future Service activities. Increased opportunities for similar exchanges of information will continue to arise as training in technical and management skills receive new emphasis. If the Service can reciprocate by sharing our expertise or views at similar seminars or training sessions, please don't hesitate to contact us.

Again, thank you for your assistance.

Sincerely,

John F. Turner
Director



United States
Department of
Agriculture

Forest
Service

Washington
Office

14th & Independence SW
P.O. Box 96090
Washington, DC 20090-6090

Reply to: 6140

Date: January 25, 1991

Subject: RPA Recognition Award

To: Michael P. Dombeck
Thru: Cy Jamison, Director, BLM

The Forest and Rangeland Renewable Resources Planning Act (RPA) long-term strategic plan released in June 1990, was a success. In the words of Chief F. Dale Robertson "it is a beacon by which we can guide our year-to-year progress into the future." Your participation and assistance was important in the development of the RPA Program.

In recognition of your contribution, I am pleased to present you with a Certificate of Appreciation in the form of a plaque and a coffee mug.

ADRIAN HAUGHT
Acting Director of RPA

Enclosures





United States Department of the Interior

BUREAU OF LAND MANAGEMENT
MONTANA STATE OFFICE
222 NORTH 32ND STREET
P.O. BOX 36800
BILLINGS, MONTANA 59107-6800



IN REPLY TO:
6500 (931)

Janine
TO MD

March 7, 1991

Memorandum

To: ✓ Director (100), MIB, Room 5660
From: State Director
Subject: 1991 Montana Wildlife and Range Program Meetings

Please extend our thanks to Mike Dombeck for his excellent presentation during the conference. His highly effective speaking ability was a key factor in making the meetings successful. Thanks again.

John A. Kwiatkowski
John A. Kwiatkowski
Acting

MIAMI FLORIDA

LED 01 MAR 92 16:23

PG.02



Aboard Air Force One
March 4, 1992

To: Sam Skinner

From: The President

Subject: Fishing Saturday in Alabama

Please see if there is some conservation announcement that I might make on Saturday. For example B.A.S.S. are strong supporters of the Breaux/Wallop Law. Are there funds that we are allocating from Breaux/Wallop to any specific projects? Do any of our bureaus have new plans for increasing bass in certain areas or having new ramps for fishermen? This is not essential, but if there were something that relates to the conservation side of B.A.S.S. it would be good. Maybe Lujan could look around.

Johnny Mann who is on one of our conservation committees will be at the event. Just a thought!

Edo
ASAP

8



United States Department of the Interior

BUREAU OF LAND MANAGEMENT
WASHINGTON, D.C. 20240



OFFICE OF THE DIRECTOR

JUN -2 1992

Dr. Michael P. Dombeck, Ph.D.
Special Assistant to the Director
Bureau of Land Management
Department of the Interior
1849 C Street, N.W.
Washington, D.C. 20240

Dear Mike:

Thanks for your help during our First Congressional
Shooting Tournament.

You did a great job. The event was a big success and
I appreciate your support!

Again, thank you.

Sincerely,

Director

As always - many thanks



American Fisheries Society

5410 GROSVENOR LANE, SUITE 110 • BETHESDA, MARYLAND 20814-2199
(301) 897-8616, 897-8621 • FAX (301) 897-8096

CARLOS M. FETTEROLF, JR.
President 1992-1993

PAUL BROUHA
Executive Director

October 22, 1992

Michael P. Dombeck
Special Assistant
Land and Renewable Resources
Bureau of Land Management
Room 5600, 1849 C Street, N.W.
Washington, DC 20240

Dear Mike,

Thank you for your letter of June 11, 1992 supporting National Fish and Wildlife Foundation nomination of a 1992 National Wildlife Federation National Conservation Achievement Award.

The news isn't good on us obtaining this award as recognition of their fine programs (see enclosed letter), but I did want you to know the Federation has completed their deliberations.

I trust we will both continue to find other ways to highlight the Foundation's contributions.

Sincerely,

Pamela K. McClelland
Policy & Planning Coordinator



SMITHSONIAN INSTITUTION

Washington, D.C. 20560
U.S.A.

December 3, 1992

Dr. Michael Dombeck
Science Advisor/Special Assistant to the Director
Bureau of Land Management
1849 C St., N.W.
Washington, D.C. 20240

Dear Michael:

At the United Nations Conference on Environment and Development, the United States proposed an initiative on international cooperation on biodiversity surveys, inventories and data organization. I have enclosed a description.

As part of this initiative, the United States will host a scientific and technical meeting in Washington D.C. at the Smithsonian Institution on January 11-15, 1993. This meeting is being supported by contributions from a number of agencies of the United States Government: the Department of Agriculture, the Department of State, the Environmental Protection Agency, the National Science Foundation, and the Department of the Interior. We anticipate that most of the work will be completed by the end of the 14th.

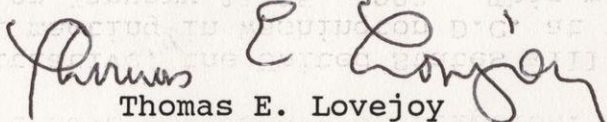
This letter constitutes a formal invitation to participate in this meeting. Reservations will be made for you at the nearby Loews L'Enfant Plaza Hotel, 480 L'Enfant Plaza S.W. with phone (202) 484-1000 and fax (202) 646-4456; and you will be provided per diem. We will also arrange for your travel, and will be in contact soon.

More detailed information will be forthcoming, but in the interim I am enclosing the basic agenda. Specific questions can be directed to Ryan Dwight in my office or myself (tel. 202-786-2263; fax 202-786-2304).

We look forward to your participation in this significant effort.

With all best wishes,

Sincerely yours,


Thomas E. Lovejoy
Assistant Secretary for
External Affairs

February 12, 1993

Dr. Michael P. Dombeck
Acting Assistant Secretary of Interior
for Lands and Minerals - Room 6610
US Department of Interior
18th and C Streets, NW
Washington, DC 20240

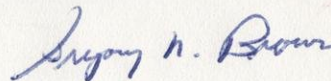
Dear Dr. Dombeck:

On behalf of the School of Forestry and Wildlife Resources, I want to express my sincere appreciation for the time and effort you spent serving on the Fisheries Committee of the School's Advisory Board. I noted that your appointment to the Committee ended June 30, 1992. However, in view of the significant changes that are presently taking place as a result of the final transition to college status for the School of Forestry and Wildlife Resources, I respectfully request that you consider a reappointment to another three-year term on the Fisheries Committee. I believe that your experience will provide the continuity that we need in making the very important transition from School to College status. Your new term, should you accept, will expire on June 30, 1995. The next annual meeting is scheduled for March 24, 1993. The meeting will begin at 1:00 p.m. on the 24th and conclude by noon the 25th.

I would appreciate it if you would respond on the attached copy and send it to me immediately so we can fill our remaining slots on the Advisory Board and function as a full Board this year.

Again, thank you for your very important contribution in the past and I hope you find it possible to accept the offer of reappointment to the Board.

Sincerely,



Gregory N. Brown
Dean

pq

☒

I will accept reappointment to the School's Advisory Board.

☐

I regret that I will not be able to serve on your Advisory Board.



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



Mr. Michael P. Dombeck
305 Broadleaf Drive, N. E.
Vienna, Virginia 22180

JUN 4 1993

Dear Mike:

I want to thank you for the recognition you gave me during the SESCDP certification ceremony. It was very thoughtful of you and your classmates to do it - I really have felt on top of the world since. It was especially satisfying coming from a group that I respect so much.

The ceremony, by all accounts, was very successful in bringing both you and the program to the attention of the Department's new leadership. The Secretary's interest, and that of the Assistant Secretaries seemed genuine, and that was very gratifying. I think that will translate into healthy support in the future.

We will have new regulations coming out of OPM in the near future which will have implications for both SESCDP graduates and incumbent SES members in terms of annual training requirements. I am mindful of the fact that this might also provide the opportunity to bring the group together annually. If you have any suggestions along these lines, please call me on (202) 208-3617.

Since incumbent SES training is also one of my responsibilities, I look forward to working with you often in the future. (Don't forget the SES Forum Series that runs through October, for which you are eligible.)

Sincerely,

Larry Bagranoff

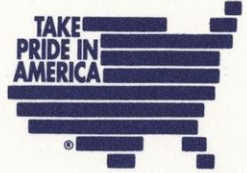
Mike - Special thanks to you for your effort in getting the Secretary. I hope you'll continue to be involved in executive development matters.



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, D.C. 20240



Mr. Mike Dombeck
Acting Deputy Assistant Secretary
Land and Minerals Management
1849 C Street, N.W.
Washington, D.C. 20240

JUN 5 1993

Dear Mike:

I would like to take this opportunity to thank you for your outstanding example and support while I was working on my developmental assignment in the Assistant Secretary - Land and Minerals Management.

While in the position of Budget Contact in your office, I gained considerable knowledge and insight into the Department's budget process. Working on the National Performance Review (NPR) gave me Departmental-wide exposure to the ongoing efforts with the Vice President's Team and the Department's initiatives.

Also, I enjoyed all of the staff in your office. The staff was extremely hardworking, helpful, and eager to share their knowledge and experiences with me.

Most of all, I want to thank you for your efforts in enabling this assignment to take place and making this assignment one of the best experiences that I have ever had in the Federal Government!

I thoroughly enjoyed working on diverse issues and getting involved in many high-priority projects simultaneously. I also want to thank you for sharing some of your personal experiences with me about your career path (i.e., Montana Power Company, Forest Service, etc.).

My next developmental assignment will be team leader of the NPR Reinvention Lab. The networking with various individuals in the Department that I was able to do while working in your office will certainly enhance my work ahead. Again, thank you for this opportunity to work with you and your staff.

With sincere appreciation,

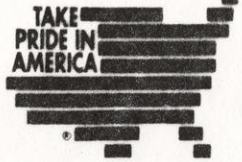
Theresa W. Bayani



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, D.C. 20240



JUN 11 1993

Mr. Bob Armstrong
Assistant Secretary
Land and Minerals Management
1849 C Street N.W.
Washington, D.C. 20240

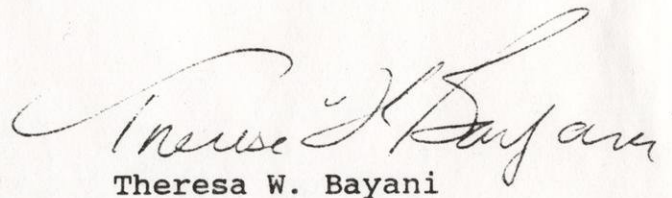
Dear Bob:

I would like to take this opportunity to thank you and your staff for your support while I was working on my developmental assignment in your office.

The assignment was a very valuable learning experience, and I appreciate the opportunity to work with all of you. Your entire staff was extremely helpful and knowledgeable about all of the aspects of the land and minerals program.

Also, Mike Dombeck did an outstanding job in making my assignment one of the most worthwhile experiences in my career path. Again, thank you for this opportunity.

With sincere appreciation,


Theresa W. Bayani



Sport Fishing Institute

1010 Massachusetts Ave., N.W., Washington, D.C. 20001 (202) 898-0770, Fax (202) 371-2085

June 16, 1993

Mr. Michael Dombeck
Department of Interior
Main Interior Building
1849 C Street, NW
Washington, DC 20240

Dear Mike:

What a job! You did us proud by your handling of the difficult task of facilitating the Tuesday session of the Recreational Fisheries Summit. There was much discussion among attendees of your able handling of the assignment. I hope you also enjoyed your Monday afternoon session in which you were able to more fully concentrate as an attendee.

We have heard only excellent feedback from the Summit but we are looking for ways to improve and strengthen the meeting for future years. You will shortly be receiving a questionnaire and we hope that you will be frank with your comments on how to make this the best possible experience for all attendees.

On behalf of the entire SFI family, we do want to thank you for contributing so greatly to making the first Summit a success.

Sincerely,

Norville S. Prosser
Vice President

/jad/nsp#15/dombeck.615



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)

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 _____