

**To:** Alexander, Mara[malexander@blm.gov]  
**Cc:** Matthew Betenson[mbetenso@blm.gov]; Cynthia Staszak[cstaszak@blm.gov]  
**From:** Backer, Dana  
**Sent:** 2017-07-31T11:26:36-04:00  
**Importance:** Normal  
**Subject:** Fwd: Science info follow-up and IMPORTANT request for Science Permitting and Tracking Website  
**Received:** 2017-07-31T11:26:47-04:00  
Science & Research on GSENM - Permit requirements process.docx

Hi Mara,

I am interested in participating in the development of the BLM Science Permitting and Tracking System. As we discussed earlier, the Grand Staircase Escalante NM has a permitting system in place but one that more closely aligns with what NPS has would be better, more accessible, and more transparent. As I continue to dig deeper into the files here, I discover new documents.

Attached is one on the science research program requirements. This could be used to the potential researcher for understanding some of the bureaucratic and professional requirements.

Look forward to hearing back from you regarding participation in the development of the permitting system.

Dana

Dana Backer  
Science Program Administrator  
Grand Staircase Escalante National Monument  
Kanab, UT 84741  
435-644-1257

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From: **Betenson, Matthew** <[mbetenso@blm.gov](mailto:mbetenso@blm.gov)>  
Date: Fri, Jul 28, 2017 at 3:09 PM  
Subject: Fwd: Science info follow-up and IMPORTANT request for Science Permitting and Tracking Website  
To: Dana Backer <[dbacker@blm.gov](mailto:dbacker@blm.gov)>

----- Forwarded message -----

From: **Betenson, Matthew** <[mbetenso@blm.gov](mailto:mbetenso@blm.gov)>  
Date: Fri, Jul 28, 2017 at 9:54 AM  
Subject: Fwd: Science info follow-up and IMPORTANT request for Science Permitting and Tracking Website  
To: Cynthia Staszak <[cstaszak@blm.gov](mailto:cstaszak@blm.gov)>, Theresa Romasko <[tromasko@blm.gov](mailto:tromasko@blm.gov)>, "Backer, Dana" <[dana\\_backer@nps.gov](mailto:dana_backer@nps.gov)>

Hi Dana,

A great opportunity! You will be our contact for this transition. You may have all ready take care of this; please let Mara know that you'd like to be a part of the team.

Thank you!

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From: **Alexander, Mara** <[malexander@blm.gov](mailto:malexander@blm.gov)>

Date: Fri, Jul 28, 2017 at 9:17 AM

Subject: Science info follow-up and IMPORTANT request for Science Permitting and Tracking Website

To: Timothy Fisher <[tjfisher@blm.gov](mailto:tjfisher@blm.gov)>

Hi Folks-

Thanks for allotting me time to chat with you about potential partnerships and scientific research on our National Conservation Lands last week.

Here is a link to the College/Underserved Community Partnership Program (CUPP) I spoke with you about: <https://www.epa.gov/communityhealth/collegeunderserved-community-partnership-program-cupp#overview> Right now, BLM is not listed as partner because we haven't sent in any project ideas, but with your help, we can be a program partner too! Please let me know your ideas and I will get it to the right folks. You can see some of the work this program has facilitated by clicking here: <https://www.epa.gov/communityhealth/collegeunderserved-community-partnership-program-cupp#examples>

I also mentioned the possibility of creating a general cooperative agreement with a Citizen Science group to which individual field offices, state offices, as well as the WO can contribute funds/projects via simple modifications to the agreement. Here is a link to a website for Adventure Scientists (<http://www.adventurescientists.org/>) in order to give you an idea of the type of NGO that may apply for this potential funding. Please let me know if your office has any interest in pursuing this.

One important item I did not talk about on the call is BLM's Science Permitting and Tracking System that is currently being developed. This is a website that researchers will go to to communicate with field offices about their planned research, gain permission to go the field site(s), describe their planned work, and include maps/coordinates of where they will be and what equipment they will use. This can also be where they post their research results and where field staff can follow their work to determine if all of their equipment (research trash) was removed after the study is completed. But, because this is just in the beginning stages of development, we can control what this site will be. Much of the development has already occurred for archaeological studies and paleontological work, but when it comes to 'general science' we have the ability to determine what the website will have. General science is basically any study that is not archaeological or paleontological.

If you or your staff have an interest in the abilities this website will have and want to help guide it to be useful for your office, PLEASE get in touch with me. I want this website to be helpful to you and make your work easier and less time consuming (at least in regards to scientific research on our BLM lands). I hope to hear from many of you/ your staff about this. The more input we get, the better this site can be. I would like to schedule monthly meetings with the folks who would like to give input into this site development, starting in late August if possible. So, please have folks get in touch with me soon about their interest in working with me and the website developers.

Thank you again for your time and feel free to get in touch with me about any of these topics.

Best-  
Mara

Mara Alexander, Ph.D.  
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National Conservation Lands  
Bureau of Land Management  
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<https://www.blm.gov/programs/national-conservation-lands/about/science-on-the-lands>

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**Scientific Research Program Requirements for Grand Staircase-Escalante National Monument.** This section begins by answering the question, “What constitutes a scientific research project?” It then describes requirements for conducting scientific research and related educational activities on Grand Staircase-Escalante National Monument, including proposals by outside institutions or individuals to conduct work on the Monument or to use unpublished Monument-collected data in research programs; research programs that are carried out through a partnership between the Monument and research institutions or individuals; and research programs developed and implemented by Monument staff.

#### **What constitutes a scientific research project?**

A scientific research project is a project undertaken for the explicit purpose of broadening the understanding of the GSENM’s Proclamation-designated objects, values, and resources or improving management to achieve protection, conservation, and/or restoration goals.

These projects may include study, collection, or recordation of scientific information at high risk of damage or loss through disturbance or the passage of time; baseline data collection efforts focused on the biological, physical, cultural, and social sciences within the Monument; or applied research programs regarding the management of natural systems, including disturbance and recovery strategies, that support the adaptive management framework which underlies the Monument Management Plan.

Projects must meet accepted standards for the conduct of scientific research. While details of these standards vary from discipline to discipline, they always include: a clearly stated purpose and goals, and sufficient background information to place the project in the context of existing knowledge; a research design with data collection and analysis methods sufficiently well-defined to allow replication of the study; a summary and analysis of data collected; and conclusions supported by the data including management applications where applicable. Research designs may or may not include a hypothesis statement and formal methods of hypothesis testing, depending on the nature of the project.

#### **Using unpublished, Monument-collected data**

Although the data collected by Monument staff during inventory, monitoring, and other management activities are always available for public use, the GSENM is interested in tracking the use of Monument-collected data by outside researchers engaged in scientific research programs. When GSENM receives a request for data and determines that the primary use is for scientific research, GSENM will collect information on research topic, contact information for the associated research institution or individual, and expected publication venues. As part of the data request fulfillment process, GSENM will ask the researcher to credit GSENM with assistance on the project and agree to share research results with GSENM through submission of published materials, including electronic media and web publications. GSENM will include published research results in the GSENM electronic archive as these become available, and will consider acceptance of GSENM-collected data as acceptance of these conditions.

### **Scientific research project proponents**

Scientific research may be conducted as either an internal project involving solely GSENM scientists, as an external project involving outside researchers, or as a collaboration between outside research institutions or individuals with GSENM scientists. External projects that receive funding from BLM are typically conducted under the auspices of an Assistance Agreement or Cooperative Agreement (in the case of projects with academic institutions, non-governmental organizations, or local or state governments) or an Interagency Agreement (in the case of projects with other federal agencies).

### **Requirements for conducting scientific research**

Requirements for conducting scientific research on GSENM include project work plans, GSENM review, authorizations, data collection and curation, and dissemination of results.

Project Work Plans. For projects with the potential for ground disturbance, impacts to Monument objects, values, and resources, or the potential to conflict with other Monument uses or MMP decisions, GSENM requires the development of a project work plan. This plan must include sufficient information on project work routines, project work locations, work periods and timing, access routes, participant group sizes, required tools and equipment, and logistics to enable Monument staff to evaluate project compliance with the Monument Management Plan, and to analyze project impacts under NEPA, NHPA, and other applicable rules and regulations. The project work plan should include details of associated educational activities anticipated to take place on the Monument or in association with the dissemination of project results. The GSENM staff tasked as the coordinator will work with the proponent to develop the project work plan, facilitate any changes requested or required for MMP compliance, and represent the project to the Monument review teams.

GSENM Review and Coordination. GSENM staff will review all scientific research proposals to ensure that they comply with the MMP, and with all applicable laws and regulations. Proposals from outside research institutions and individuals can be brought to GSENM through any staff contact, but they will be reviewed and coordinated through the GSENM Science Program Administrator. Each proposal brought forward to GSENM, including outside proposals, solicited partnerships, and internal proposals, will be assigned a GSENM coordinator. The coordinator will serve as a primary point of contact for proposal development and implementation.

Some research projects may require NEPA review. Certain research is covered under a Departmental Categorical Exclusion (BLM NEPA Handbook Appendix 3, 1.6 “Nondestructive data collection, inventory (including field, aerial, and satellite surveying and mapping), study, research, and monitoring activities”), but must still be reviewed for Extraordinary Circumstances (*sensu* BLM NEPA Handbook Appendix 5). Other projects may require more extensive review, such as any project that includes surface disturbing activities. MMP requirements for surface disturbing projects are in MMP Appendix 2 (“Standard Procedures for Surface Disturbing Projects and Proposals”). NEPA review requirements will be determined as part of the special-use permitting process by the assigned coordinator reviewing the proposal permit in consultation with the Science Program Administrator and the NEPA Coordinator, and may include formal project initiation under NEPA (see NEPA Process Flow Chart).

Proposals initiated by GSENM staff will be prioritized by the Monument Leadership Team according to these priorities: 1) study, collection, or recordation of scientific information most at risk of loss through disturbance or the passage of time; 2) baseline data on the biological, physical, cultural, and social sciences within the Monument; 3) applied research conducted within the adaptive management framework regarding the management of natural systems on the Monument; 4) things which would be nice to know.

The GSENM will consider exceptions to the MMP decisions and prescriptions for extremely high-value research opportunities, especially where those opportunities may not be available elsewhere or where research projects are focused on protecting resources at risk.

If the GSENM review cannot find solutions to the proposed research plan that will enable the scientific research project to proceed without the use of equipment, surface disturbance, and/or personnel which exceed the management prescriptions for visitors and other users, the GSENM will consult the Monument Advisory Committee (MAC) on research proposals which may require restricted activities. The MAC will report to the GSENM on whether the proposed research can be permitted in a manner consistent with the protection of Monument resources, and whether the methods proposed are the minimum necessary to achieve the desired research objective.

Authorizations. All scientific research projects must operate under a valid authorization. This may take the form of a special-use permit, an interagency, assistance or cooperative agreement, an Archaeological Resources Protection Act (ARPA) permit, a Paleontological Resource Use Permit (PRUP), or some other resource-specific research permit as described below. The MMP requires all research and associated educational activities to be conducted under a special-use permit. GSENM will consider agreement documents, ARPA and PRUP permits, and other resource-specific research permits as special-use permits for the purpose of authorizing science research projects.

Special-use permits. Special-use permits will be issued when projects are not conducted under an interagency, cooperative, or assistance agreement, or under the authorization of an ARPA, PRUP, or other resource-specific permit. Special-use permits will also be issued where scientific research projects will require the use of equipment, surface disturbance, and/or personnel which exceed MMP management prescriptions for visitors and other users. In cases where these projects are also authorized through an agreement or resource-specific permit, a copy of that agreement or resource-specific permit will be attached to the special-use permit.

Special-use permits will identify the project scope, the project work plan, collection and curation standards, and publication, crediting requirements, and any requirements or limitations on dissemination of results. Special-use permits will include standard stipulations for reporting, outreach, coordination, NAGPRA compliance, camping, etc., and special conditions authorizing any collecting and/or use of Administrative Roads.

Agreements. GSENM will not finalize an assistance or cooperative agreement that involves a science research project until the project research design and project work plan has been reviewed and

approved by the GSENM. The agreement document will serve as the authorization for the science project.

ARPA, PRUP, and other resource-specific research permits. GSENM will not issue a permit under these authorities until the proponent has submitted an approved research design and project work plan. These permits will serve as the authorization for the science project.

The GSENM Science Program Administrator will maintain a log and file for each authorized science research project. This file will include the authorizing instrument (agreement or permit), and may include copies or links to financial information, interim or progress reports and final reports, publications, outreach products, and other information. The file will be maintained as paper and electronic formats. [This may be better in another section...]

Dissemination of results. Because a fundamental tenet of scientific research is communicating results, both to add to knowledge and to facilitate peer review, some form of presentation or publication is always part of a scientific research project. Results of scientific research and inventory data may be disseminated through interpretive displays, publications, forums, and public exhibition of objects and artifacts. All published research results should be shared with the GSENM and posted to the GSENM research archive. Researchers conducting work on the Monument under an authorization for scientific research are expected to acknowledge the assistance of the BLM; credit language will be included in all authorizing instruments. All researchers are also encouraged to consider educational outreach components as part of their research project; GSENM will facilitate educational opportunities and outreach where appropriate and feasible.

Data collection and curation standards. All research is required to meet data collection and data curation standards. Until Monument-specific data standards are adopted by the Monument Manager, research projects are required to meet all BLM data collection and curation standards. Where these have not yet been established, research should meet data standards as set by the professional disciplines involved.



**Energy and Minerals Task Force Update****Wednesday, July 19, 2017****Oil and Gas, Lease Sales, APDs**

- Developing AFMSS2 queries that more sharply define the APD backlog by distinguishing those awaiting SMA action, those deferred by industry request, and removing “ghost” APDs through the data cleanup effort (Attachment 1).

**Coal**

- MT - Falkirk lease sale postponed; waiting for the FR notice (DTS 1632) to publish.
- WY – Powder River LBA, Notice of Public Meeting FRN published late July.

**Staffing, flexible capacity**

- Adjudication for EOIs and APDs, possible national recruitment effort – see BLM Leadership Academy project team proposal for a “Job Corp Partnership” (Attachments 2, 3 and 4); possible two-prong approach, short-term national recruitment strategy, longer-term recruitment and retention approach through the Job Corp
- Recruitments into energy-related vacancies at the five busiest offices in June (Attachment 5); two energy-related exception requests was denied (Field Manager, Carlsbad; Supervisory Planning and Environmental Specialist, Vernal); four were approved (two Pes, a Civil Engineer, and a Supervisory Archeologist).
- Task Force is making calls to the Carlsbad, Casper, Pinedale, and Dickinson FOs to discuss identifying support, particularly adjudication support, for these offices.

**Messaging**

- The TF has a PP slide deck available for outreach to leadership (Attachment 6); some states have enquired as to whether or not there will be “official word” regarding the EF and its role, goals, and tasks.

**Expediting FRNs**

- The week of 7/24, one FRN identified for expedited surnaming; Utah: Notice of Proposed Class II Reinstatement of Terminated Oil and Gas Leases, Utah (DTS 1681).
- The items expedited during the week of 7/17 made it through to WO-100; week of 7/24 stalled in SOL and we are working with them on a solution.
- Outside of the framework and parameters of the expedited FRN surnaming, Montana, and Utah have some specific requests of items to be completed (Attachment 7); these items are currently with WO-100, DD Policy, or ASLM.
- Due dates do not appear to be used in DTS; should they be used for expedited FRNs?

**External Agency Coordination**

- The BLM met with the USFS on Thursday 7/20. Nick Douglas committed to the FS re-examining their leasing analysis with their Forest Plan updates so that consent decisions are made for oil and gas leasing. The FS Plans are scheduled to be completed in 2019. All agreed that cooperating agency relationships should be re-established, and each bureau should collaborate with the other for their plan updates going forward.
- BLM met with the FWS on Tuesday 7/25; the discussion centered on the oil and gas Project Offices and BLM funding for FWS staff. FWS Regions and BLM States are to discuss workload and provide budget estimates to WO300 for FY2018 FWS funding. It was agreed that the 2005 Project Office MOU would be revised; no specific arrangements made. The FWS was alerted that the BLM is waiting for consent on EOIs from FWS as SMA.

- BLM met with EPA 7/27 regarding funding and staffing, injection well support for Vernal; details TBD.

NEPA, RMP/EIS priorities

- WO200/300 met last week to have an initial conversation regarding how to set priorities for RMPs in terms of the WO200 FY2018 and FY2019 RMP PTA allocations. The WO300 NEPA list does not reflect State RMP priorities. In addition to RMPs, we are discussing possible support for energy-related EISs as the need may arise. WO200 had already made their FY2018 PTA spread for RMPs (Attachment 8); differences between proposed and enacted budgets may result in additional funding for energy-related priorities beyond that now in the FY2018 PTA. WO200 & WO300 continue to discuss the differences between priority RMPs. If it is perceived that additional funding is necessary for some energy-related NEPA it is likely necessary to look beyond WO200 for that funding.



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# Team 2: People Pipeline

Connecting to a diverse talent pool



## Team Names

Kemba Anderson, Natalie Cooper, Deborah Hamm,  
Tim Hammond, Ian Herron, Deborah MacNeill

## Sponsors

Meagan Conry, Barbara Eggers, Anzanette Randall,  
Joseph Stout

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photo



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## **The Assigned Project**

### **Expectations:**

Development of recruitment pipeline for accessing a diverse pool of well-qualified entry-level candidates through an Interagency Agreement with Department of Labor

### **Steps:**

- 1) Establish an Interagency Agreement (IAA) to,
  - a) facilitate local relationships between BLM offices and Job Corps centers,
  - b) build a pipeline for a diverse pool of people to become well-qualified applicants for entry-level BLM positions, and
  - c) establish a retention and support strategy for program participants hired into BLM, including:
    - i) An umbrella agreement to facilitate efficient field-level agreements between BLM offices and Job Corps centers
    - ii) Establishment of liaisons/advocates between local BLM offices and Job Corps centers
    - iii) Creation of a Job Corps "BLM Prep Academy" to prepare Job Corps applicants to succeed in BLM careers
    - iv) A collaborative retention and support strategy for Academy participants
- 1) Identify direct hiring (or similar) authorities to take advantage of the candidate pool developed through the Job Corps BLM prep Academy.



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### **Process: Steps taken:**

- ★ Weekly Meetings
- ★ Investigated Hiring Authorities
- ★ Gathered Position Descriptions for Key Job-Series
- ★ Captured Job Corp Center Locations
- ★ Met with a BLM Stakeholder and Job Corp Center Managers
- ★ Obtained Vacancy Demographics Analysis Report
- ★ Met with Job Corp National Office
- ★ Began Drafting a Memorandum of Understanding\*

#### **\* Why MOU instead of IAA?**

- Job Corps did not feel that an IAA was realistic for their organization at this time
  - Political Climate
  - Agency Culture
  - Administrative timelines
- No funds need to change hands in order to accomplish the goals of the assignment.



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### Our vision for the outcome:

A "BLM Preparation Academy" that includes

- ★ A classroom curriculum that would prepare students with essential knowledge of BLM's culture, mission, work processes, and administrative structures
- ★ A field curriculum that would prepare students with essential knowledge and skills to participate safely and effectively in BLM field work.
- ★ A 640 hour internship (minimum of 120 hours on Federal public lands) that would prepare students with essential field training and skill sets to succeed in BLM
- ★ A mentoring relationship with a BLM employee to assist with integration into the BLM

Completion of the academy would provide students with:

- ★ Eligibility to apply for jobs under the Public Land Corps authority
- ★ Increased competitiveness for BLM entry level positions
- ★ A relationship with a BLM mentor

BLM would gain:

- ★ Access to a well-qualified, diverse pool of entry level candidates
- ★ An entry level workforce that gets up to speed more efficiently
- ★ Increased likelihood of retention for entry level employees



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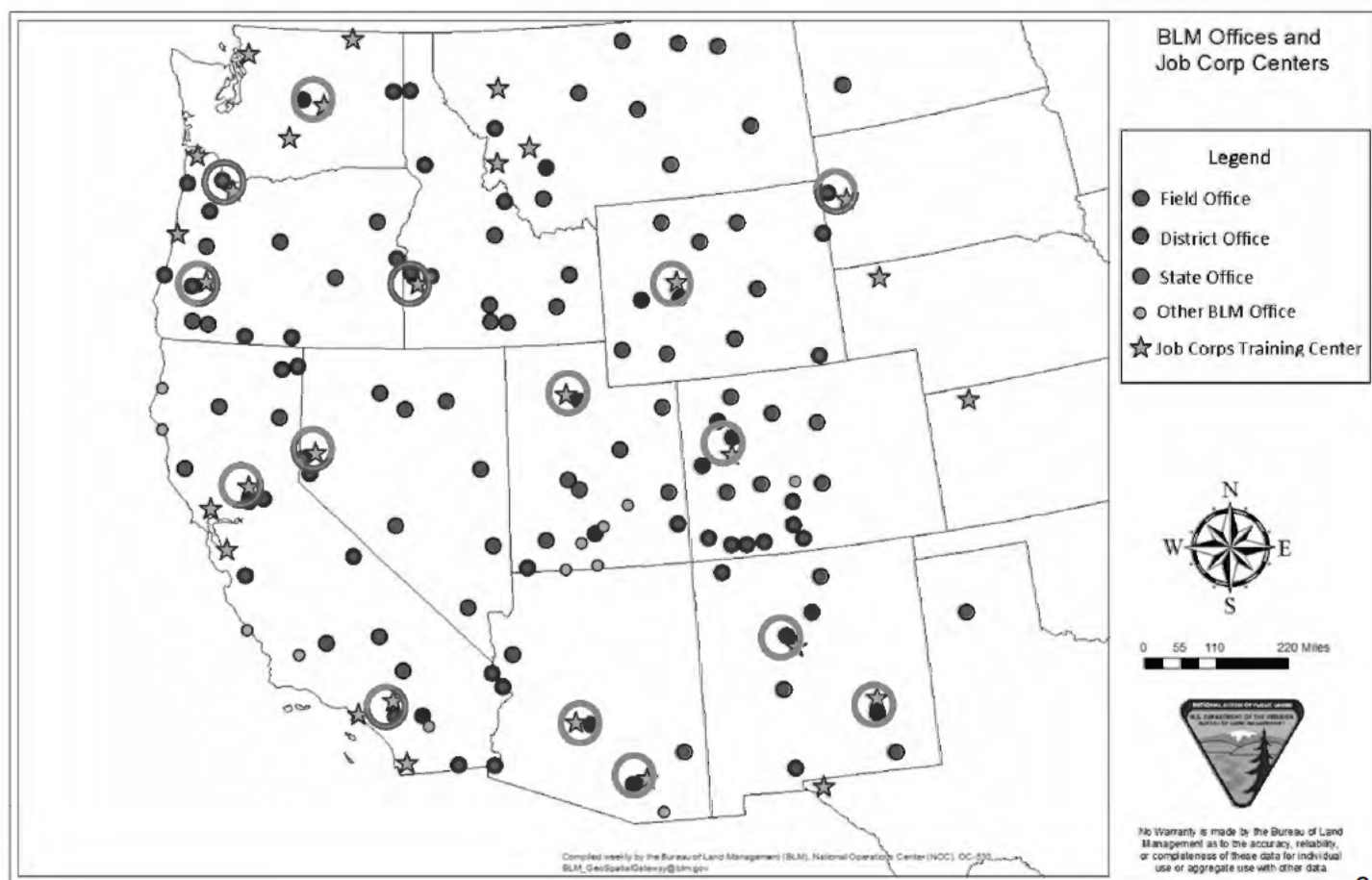
### **Public Land Corp (PLC). Why it fits best for JC students and BLM:**

- ★ Allows eligible candidates non-competitive eligibility to apply for positions announced under Merit Promotion (MP) procedures
  - Up to 2 years after completion of PLC program
  - Competitive Service
    - Career
    - Career-Conditional
- ★ Candidates must be between 15-30 years of age
- ★ Successfully completed a minimum of 640 hours of satisfactory service that included at least 120 hours completed on Federal or Indian lands
- ★ PLC participants must apply to a vacancy announcement not eligible for direct hire



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## Potential Pilot sites:







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### **Job Series: Fit with BLM priorities:**

- ★ Making America Safe through Energy Independence
  - Petroleum Engineering Technicians
  - Renewable Energy Technicians
  - Land Law Examiners/ Legal Instrument Examiners
- ★ Making America Great Through Shared Conservation Stewardship
  - Natural Resource Specialists working in the following programs
    - Wild Horse & Burro
    - Recreation
    - Range
    - Lands
    - Hazmat
- ★ Making America Safe Restoring Our Sovereignty
  - Entry-level fire positions
  - Entry-level law enforcement
- ★ Getting America Back to Work
  - April 14, 2017 Jim Cason's memo focusing on positions in the Districts and Field
  - Hiring Diverse candidates through the Job Corps Partnership
- ★ Serving the American Family
  - All the above and more

### **LA Team's Vision for Next Steps:**

- Meet with Job Corps again
- Work with JC and our project sponsors to identify pilot site(s)
- Finish a draft MOU for managers in both organizations to review
- Schedule a meeting between the signatories in each organization
- Test it out
- Develop a communication plan to get managers at the pilot site(s) up to speed and on-board



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# Questions?

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