

NHTSA Rings In Changes For The New Year



NHTSA employees are briefed by Howard Dugoff, Deputy Administrator, on Agency reorganization plans. Four such employee briefings were held by Mr. Dugoff at the Nassif Building on December 20 and 21, each followed by a question and answer session. Safety Research Laboratory employees in Riverdale, Maryland, were briefed separately by Mr. Dugoff, and Regional employees were briefed by their Regional Administrators.

Administrator Joan Claybrook's proposals for an extensive reorganization of NHTSA have been approved by Secretary of Transportation Brock Adams. The effective date of the new organization was January 1, 1978. The newly structured NHTSA will provide increased visibility for several important program areas, streamline the overall structure of the agency and improve operating efficiency.

To prepare employees for their new assignments, extensive briefings were conducted by Deputy Administrator, Howard

Dugoff, both at headquarters and the Safety Research Laboratory. Additionally, consultations were conducted with the employees' union where it was determined that no unit employees would be reduced in grade or pay as a result of the reorganization. Ms. Claybrook had specifically directed that the reorganization be carried out in a manner to minimize any adverse effects upon the employees involved.

The major feature of the reorganization is the abolishment of the Offices

(See Reorganization on page 7.)



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Editor M. J. Noll
January 1978

From the desk of...



The Administrator

By the time you read this, our reorganization plan for the agency announced in December, will be in effect. We hope that we have been able to answer at least the most important questions you have about the changes that are being made, and how they might affect your jobs and your careers.

We believe strongly that the changes enumerated in the information booklet distributed to all staff will greatly improve our rulemaking capability, strengthen our defects investigation and recall program, facilitate the enforcement of vehicle standards and establish clear lines of management responsibility. In other words, we hope the changes will greatly enhance the agency's ability to carry out its various responsibilities in the motor vehicle safety and fuel economy regulatory areas.

We have done everything we can to minimize the effects of the reorganization on individual employees. We have given careful attention to the

impact the changes will have on you and your job. We have sought to avoid any adverse actions, but more importantly to take all necessary steps to protect both the positions and the rights of those affected.

It seems especially appropriate for a reorganization to come at this time, with the beginning of a new calendar year. It is a time for each of us to rededicate ourselves to our important work and to look forward to new opportunities to serve the American people.

I feel confident that those of you who are affected by these changes will find interesting new challenges for service in the coming year. May I wish every employee in the NHTSA a Happy New Year.

Joan Claybrook

Joan Claybrook

Females:

Please Note!

All female employees of DOT can look forward to the opening of additional facilities in the Coast Guard Exercise Facility beginning January 9. These include the addition of a separate female sauna and locker room. The gym has been closed while undergoing the renovation and structural changes required for the addition of these facilities.

Editor's Mailbox

Dear Editor:

I must take exception to your "Graffiti" column which appeared in volume 3, number 21 of the NHTSA News. That item would lead the reader to believe that all commuters are men. We both know, I am sure, that this impression is far from correct.

In our Administration, approximately one-third of the full-time employees are women. As the official in-house news organ, the NHTSA News should be cognizant of that portion of its readership.

Such omissions have the effect of reinforcing sexist stereotypes about the deficient contributions of women not only to NHTSA's important work, but to the national economy. In the future, I hope you will be aware of such dangers.

Sincerely,

/s/ Shirley Lloyd

Shirley Lloyd
Federal Women's
Program Coordinator

My apologies. Thanks for bringing it to my attention.

The Editor

Thought Provoker

The next time you call your dog a "dumb animal," just stop and remember who he has working to support him.

Administrator's Award Ceremony Recognizes Superior Achievements



The Administrator's Awards for Superior Achievement are presented to four NHTSA employees by Administrator Claybrook:

Calvin Burkhart (left) and Ralph J. Hitchcock (below)



George L. Parker

In a ceremony before a gathering of NHTSA people on December 13, Administrator Joan Claybrook presented awards and other recognition to 18 NHTSA employees. These included 4 Administrator's Awards for Superior Achievement, a Distinguished Career Service Award, 3 Retirement Certificates, and 11 Career Service Emblems.

The Administrator's Award for Superior Achievement is the highest award granted by NHTSA and recognizes service by an individual or group in some phase of



Stanley R. Scheiner

the NHTSA mission. It consists of a bronze medal, a lapel rosette, and a plaque. Four persons received this award for their contributions in developing the automotive fuel economy program and the new fuel economy standards for future automobiles. This program is in line with the President's policy to conserve energy and natural resources.

Those receiving the Administrator's Superior Achievement Awards were:

Ralph J. Hitchcock, Chief, Standards Preparation Division, MVP. Mr. Hitchcock assisted NHTSA in the staffing recommendations and the planning, organizing and implementing of primary rulemaking and technical support activities for the Automotive Fuel Economy working group, to which he was assigned on its inception in May 1976 until August 15, 1977.

George L. Parker, Supervisory Research Engineer. He was also assigned to the working group in May 1976. Mr. Parker's job was to define and implement the new automotive fuel economy program. He was responsible for planning, managing and executing a program to establish fuel economy standards for nonpassenger automobiles (pick-up trucks, vans, off-road vehicles, etc.).

Stanley R. Scheiner, Systems Engineer. Assigned to the working group in May 1976, he had specific responsibility for scheduling tasks, including staffing and budget recommendations, and R&D coordination associated with establishing fuel economy standards for passenger automobiles.

Calvin Burkhart, Deputy Associate Administrator for

(See Awards on page 6.)

Noted for Her Expertise in Bicycle Safety

Katie Moran is a Highway Safety Management Specialist (HSMS), one of those nebulous job titles which tend to disguise dedicated individuals doing a myriad of interesting things. Some of NHTSA's HSMS's (whew!) work in the field helping the states administer their highway safety programs. Others are specialists in particular subjects such as emergency medical services or driver licensing.

Katie, who began her job in the Driver and Pedestrian Education Division as a sort of factotum, has so effectively managed a special project of her own that she is widely thought to be an expert in that particular field.

Born the youngest of three to Irish Catholic parents in New Jersey, Katie went to a parochial grammar school and a Catholic girls' high school. Her two brothers were encouraged by their parents to become lawyers, which they both did, and while Katie was tacitly expected to grow up into a traditional housewife and mother, the encouragement to be dynamic and independent was generally dished out to all three children. Katie early developed an interest in government and world affairs which became, with the help of four years of French in high school, an eagerness to



Katie Moran

travel.

Her first taste of foreign living was a 7-week exchange trip to France sponsored by the American Institute for Foreign Study. Just after graduation from high school, Katie went to the Institute de Touraine and immediately felt at home.

This was due, of course, partly to being able to speak the language fluently--but also to a real appreciation for life abroad. She vowed to return as soon as she could.

That fall, Katie came to Trinity College in Washington, D.C., where she enrolled in the Political Science program. Seizing the opportunity to take her junior year abroad, she went to the East European Institute, at the University of Fribourg in Switzerland, to study Russian and Soviet affairs. Owing to onetime French occupation and to

its proximity to France, Fribourg is primarily Frenchspeaking; conveniently for Katie, the courses were taught in French.

Katie was able to travel further during spring break which is 7 weeks long in Europe; a small group made a large circle through Italy, Turkey, and Greece. She returned to Trinity at the end of the year with a Diploma in Sovietology, finished her B.A. in Political Science, and went on to Boston College in Massachusetts.

After obtaining her master's, Katie went to work at the Boston Council for International Visitors. This organization arranges travel, professional contacts, and social activities for foreign guests of the Department of State who come to Boston. Katie became acquainted with many distinguished visitors and their equally distinguished American colleagues as she arranged for them to meet.

During her year at the East European Institute, Katie had met Bill Wolf, who was now living in Boston; at the end of her second year there they married, and, taking their savings, went back to Switzerland for another year. By year's end, they were anxious to get back to work. Having moreover run out of money, they came back to the U.S. and settled in Washington, DC.

Katie's first job here was a summer internship at the Occupational Safety and Health Administration (OSHA) where she worked on a model data collection system for tracking the effects of chemicals on workers.

The OSHA internship was stretched into 6 months but finally ran out, and Katie took another temporary position as an editor in the European Law Division of the Library of Congress. Meanwhile, Katie had been placed on a Civil Service register, and a month later was offered her present slot at NHTSA, where she has been for three years.

On her arrival, Katie was put to writing the executive summary of a study on pedestrian and bicyclist safety. Later, she read the docket mail on the proposed pedalcyclist safety standard. Other projects crossed her desk, but something had stuck. Convinced that NHTSA could help coordinate the various agencies, organizations, and individuals who are concerned about bike safety, Katie made contacts and assembled resources. Momentum gathered quickly, and Katie has been so visible in this area that she is looked on by many as the Government expert on bicycle safety. She likes the compliment but feels her contribution has been to keep abreast of what is happening in the field, and to help bring people with problems and solutions together.

This was the main purpose behind Bike-Ed '77 which Katie organized in May. The conference was so successful that 10 regional workshops are now scheduled for 1978. Cosponsored by the Consumer Product Safety Commission, its purpose is to gather State and local bicycle safety educators, law enforcement specialists, and planners to take a systems approach to community bicycle safety programs.

Another major project has been managing the contract to complete a study on the accident experiences of the 4,300 bikers who rode the transamerican Bike-centennial Trail. This study is a first in several respects and promises to provide insight into the accident-involved bicyclist and effective countermeasures.

More recently, Katie has been detailed to a Task Force to coordinate the development of the new Highway Safety Program Manuals which were recommended in the 402 Study submitted by Secretary Adams to Congress last July. "We are working on identifying the program areas to be covered and developing the format for the manuals," she explained.

"These manuals will provide guidelines to the States in the existing Standards areas."

Last summer, Katie organized several workshops at the League of American Wheelman's

National Conference in Denver, Colorado. She and Bill also took advantage of the trip to put in a few days of camping.

Both like to spend time outdoors, playing tennis, or visiting their property in Bedford, Pennsylvania. They hope to build on it eventually, but for now stay in a farmhouse which is common property to the small rural community. Bill also works for the Government, in the Office of Education, HEW, and recently received his Master's in Public Administration.

Having a career is very important to Katie. She is happy at researching, organizing, and following up programs in the public interest, and especially pleased that the Bike-Ed project is succeeding.

She acknowledges that while bicycle safety is not considered by many in the Government to be a major highway safety program, there is great public demand for getting a bicycle safety program going and maintaining visibility for it at the Federal level. "There is a tremendous constituency out there--100 million bicyclists--who want something done. It is this very thing that gives it the challenge and that is what makes the job interesting," Katie says.

And although her organizational expertise is at the moment peeping out from under a bicycle, it is clearly a versatile talent that takes its strength from the kind of self-confidence that Katie has.

Awards (from page 3)

Administration. Mr. Burkhart was Program Manager of the Office of Automotive Fuel Economy from August 1976 to May 1977, and was responsible for the day-to-day management of the program.

Ms. Claybrook also presented Department of Transportation Career Service Emblems to the following employees in recognition of their total creditable service with the Federal Government:

35 Years:

Horace Moody,
Physical Scientist, R&D

30 Years:

Floyd Bird,
Supervisory Contract
Specialist, AD

Eugene Lunn,
Operations Research
Analyst, R&D

25 Years:

Bea Dane, Public
Information Specialist,
PACS

James Green, Safety
Defects Engineer, MVP

Arthur Henry, Research
Physical Scientist, R&D

Alex Lawrence, Office
Services Manager in the
General Services Division

Mervyn Lilley,
Supervisory Safety

Defects Engineer, MVP

Robert MacDonald,
Administrative Officer,
R&D

Hal Walters,
Supervisory Mechanical
Engineer in the Safety
Systems Laboratory

Sidney Williams,
Highway Safety Research
Engineer, R&D.

Robert Meehan was the
recipient of the



Robert Meehan happily receives his Distinguished Service Award from Joan Claybrook.

Distinguished Career Service Award. Additionally, he was presented with his Retirement Certificate on completing 39 years of Government service.

Ms. Claybrook also presented Retirement Certificates to Frank Skubel, who is completing 36 years of Government service, and to Rube Chernikoff, who is retiring after 29 years, of Government service.

Your Fire Safety Check List

Are all flammable materials (cleaning fluids, petroleum products) stored in closed metal safety containers? Are your newspapers and magazines piling up?

Are all appliances and cords kept in good repair?

Are matches kept where children cannot get them?

Do you smoke in bed? Next to kitchen fires, this is the largest single source of apartment fires.

Is there anyone in your home or apartment who, due to age or infirmity, would require special attention in an emergency? Inform a neighbor or your resident manager.

Do you use extension cords in place of permanent wiring? (Extension cords should be no more than 15 feet long.)

Are you careful in disposing of cigarette, cigar, and pipe ashes? Never empty ashtrays in paper bags while the ashes are still warm.

Does your family have a prearranged plan of exit in case of fire?

Do you own a personal dry chemical extinguisher readily available for kitchen use?

Are you using too many appliances? Overloaded wires generate heat that could cause a fire.

Do you always close bedroom doors at night to prevent fire spread?

If you go away for any extended period, do you unplug your appliances? Do you notify your neighbor or resident manager?

Never use water to extinguish electrical, oil, gasoline or grease fires. Use Soda.

Are flammable objects kept away from the stove?

Do you know your local fire department, police and rescue squad telephone numbers?

Reorganization

(from page 1.)

of the Associate Administrator for Motor Vehicle Programs and Automotive Fuel Economy. The functions formerly performed under these two program directors have been transferred to the newly established Office of the Associate Administrator for Rulemaking and the Office of the Associate Administrator for Enforcement.

The new Associate Administrator for Rulemaking will have three major offices: the Office of Motor Vehicle Safety Standards, which will absorb the present Offices of Crash Avoidance and Crashworthiness; the Office of Automotive Fuel Economy Standards, presently the Standards Development Division of the Office of Automotive Fuel Economy; and the Office of Automotive Ratings, which will concentrate on activities involving Titles I and II of the Motor Vehicle Information and Cost Savings Act, and other consumer related regulatory functions.

The new Associate Administrator for Enforcement will be responsible for all motor vehicle safety standards enforcement activities, the investigation of motor vehicle defects and the enforcement of automotive fuel economy standards. The new offices under this Associate Administrator are titled the Office of

Defects Investigation, Office of Vehicle Safety Compliance and the Office of Fuel Economy Compliance. In order to assure that the public is informed with the latest defect information, the Hotline operation has been transferred from Public Affairs and Consumer Services to the new Office of Defects Investigation.

The title of the Associate Administrator for Planning and Evaluation has been changed to Associate Administrator for Plans and Programs. The Office of Program Planning has been abolished and in its stead, a new Special Projects Planning Staff has been established. The functions of the old Office of Program Analysis have been expanded to include all rulemaking analysis and its title appropriately changed to the Office of Program and Rulemaking Analysis.

Offices of the Associate Administrator for Research and Development have been reorganized to enable it to adapt to the increased workload requirements assigned to it over a relatively recent period. The Office of Driver and Pedestrian Research has been reorganized to improve the balance between the vehicular and behavioral programs of the Administration. It also allows better utilization of resources and the flexibility to meet changing priorities.

The Office of Vehicle Systems Research has been abolished and two new offices, the Office of Passenger Vehicle Research and the Office of Heavy Duty Vehicle Research have been created. They will absorb the additional program requirements of both passenger and heavy duty vehicles, including school buses. The transfer of additional programs and accompanying resources from the Office of the Secretary (OST) gives NHTSA additional responsibilities for heavy duty vehicle research. The establishment of these two new offices will assure proper emphasis in their respective areas of research.

A new Vehicle Research and Test Center has been established to direct the activities of the Safety Research Laboratory, the Engineering Test Facility, and the Uniform Tire Quality Grading Facility. The latter two facilities were formerly under the Associate Administrator for Motor Vehicle Programs.

Other changes in title or structure include the abolishment of the Executive Secretariat as a Staff Office. Although the functions of that Office will remain, they are to be absorbed into the immediate Office of the Administrator. The title of the Office of Public Affairs and Consumer Services has been changed to the

(See Reorganization on page 8.)

Personnel

Welcome Aboard

Cheryl A. Peterson,
Clerk-Typist, AD, 11-77.

Michael A. Mando,
General Engineer, RD,
11-77.

Suellen V. Halpin,
Writer/Editor, RD, 11-77.

'Bye and Good Luck

Thomas H. Glenn Jr.,
Physical Scientist, RD,
11-77.

Delores A. Stevens,
Clerk-Stenographer,
Region V.

Congrats on Promotion

James R. Hackney,
Supervisory Research
Physical Science, RD,
11-77.

Roger A. Kurrus,
Highway Safety Management
Specialist, Associate
Administrator, 11-77.

Edward S. Korzeniowski,
Safety Compliance,
Associate Administrator,
11-77.

Delores A. Stevens,
Clerk-Stenographer,
Region V, 11-77.

Frances V. Johnson,
Investigatory Case
Assistance, MVP, 11-77.

Robert A. Krauss,
Safety Compliance
Engineer, MVP, 11-77.

Jeanette Feldman,
Project Coordinator,
Office of the Adminis-
trator, 11-77.

Delcenia L. Currence,
Secretary, RD, 11-77.

Gary K. Bell, Physical
Scientist, RD, 11-77.

Job Openings

For complete details,
see the official vacancy
announcement.

Program Analysis
Officer, GS-345-14, P&E.
Opens: 12-22, Closes:
1-13. NHTSA 78-18.

Secretary (Dictating
Machine Transcriber),
GS-318-7, TSP. Opens:
12-15, Closes: 1-06.
NHTSA 78-17.

Data Control Clerk,
GS-301-4, TSP. Opens:
12-14, Closes: 1-05.
NHTSA 78-16.

Condolences

We were saddened to
learn of the sudden death
of Mr. James T. Lich on
December 17 from a heart
attack. Mr. Lich had
recently retired from the
Enforcement and Emergency
Services Division, TSP.
He had been with the
Bureau of Public Roads
for nearly 16-1/2 years
before transferring to
NHTSA in December 1970,
to the then Research
Institute. In March 1973
he joined Traffic Safety
Programs, where he
remained until his
medical disability
retirement on December 6.
He was 49 years old.

Jim Lich will be
greatly missed by NHTSA
headquarters associates,
as well as those in the
Regional Offices with
whom he has worked. He
is survived by his wife,
June, their daughter,
Teresa June (17) and son,
James Todd (14) at the
family home at 8612
Willowmere Drive, Vienna,
Virginia 22180.

Reorganization

(from page 7.)

Office of Public Affairs
and Consumer Participa-
tion. This was done to
more accurately describe
the mission and functions
of that office as it
relates to the Agency
contacts with the public.

These changes to the
Administration have been
designed to minimize the
effect on employees.
Questions regarding the
impact of the reorgani-
zation on you personally
should be addressed to
Jerry Byrnes, Director,
Office of Personnel
Management, or any of his
senior staff members.

In masks outrageous
and austere

The years go by in
single file;

But none has merited
my fear,

And none has quite
escaped my smile.

Let No Charitable
Hope

graffiti



The log was burning
brightly,

'Twas a night that
should banish all sin,

For the bells were
ringing the Old Year

out,

And the New Year in.

The Miner's Dream