

# InHRQuarterly

INFORM | INNOVATE | INSPIRE

## Message from the Director

When I leave the house every day, I need to remember to grab my cloth face covering in addition to my purse and keys. Now that mask wearing is the new norm, I realized you can really tell when someone is smiling with their eyes – or “smize.” No, I didn’t make this up! This term came from supermodel and businesswoman Tyra Banks. According to Banks, to smize is to “smile with your eyes,” blending the word smile with the sound of the word eyes. Yes, you must smile bigger and brighter, but is that so bad? Smizing makes you look like you’re genuinely happy.

What else is the new norm? Teleworking and virtual meetings are the new norm. We have had to learn new meeting etiquette like waiting for your turn to speak, how to moderate online meetings, and muting when not speaking. Sometimes our kids or significant others pop into the background, and I think we welcome the interruptions to lighten up the day. This isn’t a bad new norm.

Colleagues are juggling home schooling, kids with no babysitters, or being the caregivers for ill or elderly family members. My heart goes out to you and your families. This unfortunately is also the new norm.

A shorter commute is the new norm for some. These days, my commute looks like a 30 second walk from my bedroom to the living room with a possible detour to the kitchen. My

car is getting two months to the gallon and when I do go in the office, there isn’t the normal DC beltway traffic. Can this be the new norm?

In our community, many of us are wearing face coverings for everyday activities. As a parent of a 12-year-old, I am amazed at how resilient my daughter and her friends have become during these unique times. With no pool, lots of hand sanitizer, and few friends able to hang out, my daughter has adopted new hobbies and has been volunteering at the local foodbank. She has mastered using Zoom for school, flute lessons, gymnastics meetings, and now expects to have her temperature taken and wear a mask whenever we’re in public.

When we go out, she is more sympathetic to the people who are considered essential workers and are risking their lives to serve their communities and support their families. Recently, we went to buy new clothes and we had to wait 20 minutes outside on a 98-degree day. Some folks were getting a little testy. She said, “Yeah it is hot, but aren’t they lucky to have money to buy things?” She also noted that the store clerk had to stand outside in the heat all day to let people enter! When it was our turn, she gave the store clerk a big smize as we entered the store. When navigating the new norm, I’ll take my daughter’s lead and smize and show kindness to others.



**Jennifer Ackerman**  
Director, Office of Human Capital & Deputy Chief Human Capital Officer

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## POLICY PREVIEW

Here’s a sneak peek at the latest guidance from the Office of Human Capital. Visit [doi.gov/elips](https://doi.gov/elips) to find all DOI policies.

- **Personnel Bulletin 20-05 Standard Position Descriptions for Program Management (06/09/2020)** - Establishes three standardized position descriptions for the Program Management, 0340 series.
- **Personnel Bulletin 20-07 Wildland Fire Program Standard Position Description Revisions, Batch 6 (07/06/2020)** - Establishes revised standard position descriptions for the Wildland Fire program.
- **Personnel Bulletin 20-08 Employee Experience Data Collection Process for Entry, Pulse, and Exit Surveys (07/10/2020)** - Updates policy and procedures on collecting data from departing employees through exit surveys or interviews.
- **Personnel Bulletin 20-09 Time to Hire Reporting Requirements (07/23/2020)** - Establishes the Time-to-Hire (T2H) measurements and framework that the Department of the Interior will utilize as key performance indicators of overall hiring process efficacy and required reporting to OPM.

A quarterly publication from the U.S. Department of the Interior Office of Human Capital. Visit the [Office of Human Capital](#) website for more resources and information for managers, employees, and HR professionals.

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#### Deadlines:

The submission deadline for the November issue is **October 15**.

Want to submit an article or Ask the Specialist a question? Visit the [Office of Human Capital](#) website for guidelines or email [Kelly Sewell](#).

*InHR Quarterly* is solely for informational purposes and does not authorize official action. Views and opinions expressed are not explicitly those of the Department of the Interior.

## DOI Employees Give Back



By: Katie McSheffrey, OHC

Over the past several months, most of us have adjusted to working from home-switching to virtual meetings, trainings, and conferences due to COVID-19. To make sure that the yearly Feds Feed Families (FFF) was able to continue to support food banks and hunger organizations, FFF launched as an all-virtual campaign this year, and the Combined Federal Campaign (CFC) launched a Special Solicitation to support the thousands of CFC charities that are responding to the urgent needs of communities in need due to the pandemic.

Because the timing of the CFC Special Solicitation coincided with Feds Feed Families, the two campaigns decided to partner to double the impact of federal employees. When employees donated to a hunger organization through CFC between June 1- 30<sup>th</sup>, they could log their monetary donation on the Feds Feed Families Hub and their donation would count toward both CFC and FFF for 2020.

The CFC Special Solicitation gave federal employees and retirees the opportunity to make a supplemental donation to one or more of the thousands of CFC charities. This Special Solicitation ran April 23<sup>rd</sup> through June 30<sup>th</sup>. DOI employees across the country answered the call, raising \$68,344 for CFC charities.

The all-virtual Feds Feed Families was June 1-July 31, 2020. This year marks the 11th annual government-wide Feds Feed Families campaign, which encourages employees from all federal departments and agencies to give in-kind contributions -- food, services, and time -- to food banks and pantries. This year's campaign highlighted a summer of giving in June and July and focused on online donations and virtual food drives, while also providing guidance for in-person donations and events as appropriate. This year, DOI co-hosted a virtual food fair with the USDA in the national capital region to provide employees with an opportunity to hear directly from several organizations that are working to alleviate hunger in their local communities.

In 2020, DOI employees donated 72,743, more than doubling the 2019 donations of over 31,000 pounds of food to food banks and pantries. DOI employees have shown their generosity this summer through both the Feds Feed Families and CFC Special Solicitation, and I look forward to continuing to work with the many CFC keyworkers in September when the regular CFC season begins.

**April 23-June 30, 2020**

**Total CFC donations: \$68,344**



**June 1—July 31, 2020**

**Total lbs. of food donated: 72,743**



## *FY2020 Federal Employee Viewpoint Survey is Coming Soon!*



**FEVS 2020: Your voice influences DOI Leadership decisions.  
You Said, We Acted!**



By: Tammy Duchesne, PMB and Kermit Howard, OHC

The FY 2020 Federal Employee Viewpoint Survey (FEVS), initially scheduled to be released by the U.S. Office of Personnel Management (OPM) on July 23rd, has been postponed to September 2020 due to the impacts of the COVID-19 pandemic. To ensure Congress, OPM, and Department of the Interior (DOI) leadership understand how the pandemic has impacted DOI, the FEVS will include twenty COVID-19 questions covering the following categories:

- How did DOI employees work and make use of the available flexibilities, including leave?
- What were the challenges faced by DOI employees?
- What were the impacts to DOI employees' health and safety?
- What support did DOI senior leadership, supervisors, and managers from the Department, Bureaus, or Offices provide to DOI employees?
- What were the effects of the pandemic on work?

DOI is committed to cultivating a work environment that is safe, equitable, engaging, and inclusive for all employees. Last year DOI's participation rate was 58%. Your participation in the FY 2019 FEVS resulted in real change:

- To address poor performers, DOI shifted from a five-tier to a four-tier performance rating system to be more transparent about work expectations and performance.
- To address adverse work environments within DOI, the Department implemented a new policy, *Personnel Bulletin 18-01 Prevention and Elimination of Harassing Conduct*, to end unprofessional behavior in the workplace.
- To improve the work environment, the Department established six key questions within the FEVS to monitor

DOI Bureau/Office progress in implementing their action plans to end unprofessional behavior.

Your voice matters and helps make DOI a better place to work! We hope to have a 65% participation rate for the FY 2020 FEVS and encourage you to get creative with the FEVS. Here are three ways to encourage FEVS participation this fall:

- **Find a FEVS Buddy**—Leverage your work BFF or team and remind each other to take the survey! FEVS Buddies can remind each other of the importance of having their voices heard by leadership and the impacts they will make to their work environment.
- **Have a competition**—Can your office get to 100% participation? Offices that achieve a 100% employee participation of the survey will be featured on the [DOI FEVS website](#).
- **Spread the word**—Use the resources in the FEVS toolkit on our website to help promote the FEVS in your email, websites, team meetings, and more!

All permanent employees who were on board as of October 1, 2019 may participate in the 2020 survey. The core 2020 FEVS has been reduced to 38 questions so it will only take about 20 minutes of your time to complete. Once the survey is complete, employees can go to the DOI webpage to download their "I took the 2020 FEVS!" banner to place in your email signature block.

Your voice matters and influences DOI leadership decisions. Keep an eye out for your personalized survey link from OPM when the FEVS launches in September.

Visit the [DOI FEVS website](#) for more information on the FY 2020 FEVS, progress with improving the DOI work climate, FEVS Buddies, 100% competition, or previous FEVS results.



## Workers' Compensation Corner:

### Types of Claims & How to File

By: Janet Jacobs, OHC

When an employee gets injured while on the job, it can be a very confusing process. Knowing what type of claim you will be filing and where to start may be vital to submitting a claim timely and accurately. You should only file one claim per injury. Knowing the difference between a traumatic injury and an occupational disease may make the difference between your claim getting accepted or denied. Always start by reporting your incident in the [Safety Management Information System \(SMIS\)](#), then file your work injury claim in the [Employees' Compensation Operations & Management Portal \(ECOMP\)](#).

#### TYPES OF CLAIMS

**Traumatic injury:** An injury caused by a specific event or incident or a series of events or incidents within a single work day or work shift. The injured employee should file a form CA-1 (Notice of Traumatic Injury). Examples: a dog bite, a knee strain after a trip and/or fall, a neck strain after an automobile accident, or a broken ankle after a slip on the ice.

**Occupational Disease:** A disease or illness produced in the work environment over a period longer than one workday or shift. The injured employee should file a form CA-2 (Notice of Occupational Disease).

- **Basic:** The work exposure and medical condition are well-established and the relationship between them is apparent. Examples: carpal tunnel syndrome from continuous and ongoing data entry, tendonitis of the shoulder which developed from continuous lifting over several days/months.
- **Extended:** Comprehensive factual and medical development is required because the nature of the exposure is in question, the diagnosis is not clearly identified, and/or the relationship of the condition to the exposure is not obvious. The Department of Labor's Office of Workers' Compensation Programs may request additional documentation prior to acceptance. Examples: hearing loss due to continuous noise exposure, asbestos-related illnesses, stress-related conditions (cardiac, emotional, gastrointestinal).

**Consequential Injury:** Occurs because of weakness or impairment caused by a work related injury, and it may affect the same part of the body as the original injury or a different area altogether. The injured employee should complete a form CA-2a (Notice of Recurrence) and have his/her supervisor complete the supervisor section of the form; then, the employee should submit the completed form to the bureau Workers' Compensation Specialist to be uploaded into ECOMP. Example: claimant with an accepted knee injury may limp for a number of years. The limping causes internal derangement in the other knee and this constitutes a consequential injury.

**Death Claims:** A Form CA-6 (Official Superior's Report of Death) should be completed by the bureau Workers' Compensation Specialist in the ECOMP. A Form CA-5 (Claim for Compensation by Surviving Spouse and/or Children) or CA-5b (Claim for Compensation by Parents, Brothers, Sisters, Grandparents, or Grandchildren) should be given to the surviving family/dependents for completion and returned the Workers' Compensation Specialist to be uploaded into ECOMP.

- **Traumatic** – The result of a traumatic injury. Example: death upon impact in a car accident.
- **Exposure** – The result of prolonged exposure to work factors. Example: employee who was exposed to asbestos for years during employment and died of mesothelioma.
- **Consequential** – Begins as a traumatic injury or occupational disease, but the claimant has passed away as a consequence of his or her injury/illness.

Further questions or concerns should be directed to your bureau's [Workers' Compensation Program Manager](#).

## New Hiring Requirements

By: Landon Mock, OHC

Recently, the White House issued [Executive Order 13932 on Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates](#). This order introduces some changes to the processes we use to select and hire new employees at DOI:

#### Qualifications Requirements for Jobs

- OPM is directed to review qualification requirements of Federal jobs within six months, including the minimum education requirements established in Federal qualification standards.
- Agencies may only consider education as a requirement for a position when that educational requirement directly reflects the competencies needed for the position.

#### Assessing and Hiring Employees

- Agencies should focus on candidates' job-related competencies (and not solely on education) when assessing and hiring employees.
- Agencies may no longer rely solely on self-report evaluations from applicants when creating a certificate of eligible candidates or filling positions.
- Agencies must continually evaluate the effectiveness of their assessment strategies.

#### What This Means for Hiring

The directives in the executive order reflect best practice to ensure agencies are not solely relying on self-reported multiple choice questionnaires that are prone to applicants misrepresenting their experience and qualifications. Additional guidance will follow OPM's review.

## What's Keeping Women from the C-Suite?

Submitted By: Isabel Long, OCR

The year 2020 is the Centennial Anniversary of the adoption of the 19th Amendment as part of the U.S. Constitution, which secured women the right to vote. On August 26, 2020, our Nation celebrated Women's Equality Day to commemorate the passage of Women's Suffrage in the United States and to pay homage to the heroic women who endured violence, discrimination, and other inhumane acts to propel the women's movement forward.

Women have significantly advanced over the last 100 years in their efforts to realize full equality and to achieve maximized career advancement opportunities at both the Department of the Interior (Interior) and in the private sector. A recent review of the Wall Street Journal's (WSJ) report, [Where Are All the Women CEOs?](#) revealed, today, women lead 167 of the country's top 3,000 companies and that this number has doubled from a decade ago. With the increase, women hold only 6% of C-Suite positions. In comparing the employment of women in Executive positions in the Interior, women occupy 35% of the Senior Executive positions. Unlike the private sector, women in Interior have had more success with advancing to C-Suite positions.

WSJ's study found that men who advanced in their careers typically obtained management jobs and played an integral role in a company's profits and losses. These are positions that impact a company's bottom line and are typically gateway positions toward becoming the CEO. At Interior, women occupy mission-critical positions that lead to the SES. However, there is more work to be done because men outnumber women in most of those positions, and are consistently and with regularity chosen for top positions within major occupations.

"Oftentimes, social constraints are to blame," writes Olivia Riggio of DiversityInc. According to interviews the WSJ conducted with two dozen company leaders, women are at a disadvantage from the beginnings of their careers because of obstacles like work-life

constraints and stereotypes concerning powerful women and traits that make a leader. The WSJ reports that women are typically also more likely to develop expertise in one area and move up toward leadership roles based on certain skill sets. Usually, women are relegated to roles that deal with people, while men are promoted to roles that deal with the company's bottom line, according to the report.

As reported in the WSJ, the climb is even more daunting for women of color. Women of color are even less likely than white women to say their bosses gave them opportunities to manage people and projects and less likely to receive guidance from higher-ups on how to navigate the corporate landscape. In a 2019 McKinsey & Company and Leanin.org study, women of color made up a sliver of C-suite roles at 4%. Currently at Interior, women of color make up 11% of the C-suite roles, which is significantly lower than the 35% of representation of Caucasian women in C-suite roles. It is important to note that women of color represent several races and nationalities.

The study revealed that the issue is not that women inherently have different skills or less ambition. The University of

Chicago and Copenhagen Business School study that found women and men were equally likely to possess the traits and skills necessary for the C-suite. Yet, women CEO candidates were nearly 30% less likely to become CEOs than their male competitors.

Ms. Riggio of DiversityInc claims, "There's also bias about women's ambition. Men are perceived to be constantly striving to advance, whereas women are perceived as being content where they are." But in reality, according to a Boston Consulting Group study of more than 200,000 employees, 85% of mid-career women in companies that strive for diversity reported they sought a higher position — nearly equal to the 87% of men who said the same. The WSJ indicates that Company culture plays a significant role in women feeling included and confident to achieve the Executive level position.

*This article was adapted from DiversityInc's article, [Research Roundup: What's Keeping Women from the C-Suite?](#) To learn more about how Interior is making advances in equity, diversity, and inclusion, visit the Office of Civil Rights' website and follow us on Twitter [@DOICareers](#).*





## Employee Spotlight: Mark Otto, USFWS

By: Landon Mock, OHC

With such a variety of jobs at DOI, it's no wonder that the People of Interior possess a great deal of talent and expertise across many fields. Mark Otto, a biological statistician with the U.S. Fish and Wildlife Service Migratory Bird Program in Laurel, Maryland, is a great example of this talent and expertise. This spring, Mark was elected President of the Washington Statistical Society, so we took the opportunity to learn more about his unique work and career as a biological statistician at DOI.

### What do you do?

As a biological statistician, I design surveys and analyze migratory bird data. I started working on the Waterfowl Breeding Population and Habitat Survey used to set hunting regulations. In 2000, John Sauer (USGS) and I designed and analyzed the Bald Eagle Post-Delisting Survey used to monitor Bald Eagles in the Lower 48 States. After the USFWS delisted our national symbol in 2007, the survey provided a trigger to relist if populations began to decline again. I also use demographic surveys (banding, harvest, and population data) to manage bird populations.

Finally, I consult with our wildlife biologists and other USFWS staff on their projects such as prioritizing budget items for refuges or providing information for a review panel to fund neotropical bird grants.

### How did you start your career at DOI?

I started out in population ecology at UC Davis and got my masters in statistics at NC State. I worked at the Census Bureau for 14 years working with economic surveys and data that are taken over time. I wanted to return to biology, and in 1997, a position opened up at Patuxent where the USFWS does most of its migratory bird research.

### What kind of opportunities have you had to grow in your career at DOI?

At Patuxent Research Refuge, I work with leaders in Wildlife Biology who are in the forefront of developing statistical techniques and methods to come to open, transparent decisions for the USFWS and DOI management and leadership. As in most statistical jobs, no

one works alone; we collaborate. I have been involved with the Adaptive Management work that has been adopted throughout Interior to make better, more open decisions.

I am also involved with the American Statistical Association (ASA) and the Washington Statistical Society, promoting Quantitative Literacy for K-12. We work with students using statistics in their science fair projects and attend fairs and workshops to show how statistics apply to many aspects of our everyday lives. I also helped set up a statistical leadership class and the WSS mentoring program. Much of my service work led to my selection as an ASA fellow.

### How does your work challenge you personally/professionally?

In grad school, I learned cutting edge statistical techniques. When I started working, I wanted to apply the best techniques to work problems. The statistics are only part of the problem. The biologists I am working for have to understand and use my analyses. Technical analyses are often used to make policies and regulations by people who need the data but don't have the training to interpret them. Finding a way to interpret our technical work for non-scientists is challenging but one of the more important tasks we have if sound policies are to come from them.

### What is the most interesting project you've worked on?

Now I work for the National Raptor group in the Division of Migratory Bird Management. We created a simple model to estimate the number of eagle fatalities a wind power project might cause before it is built. We use Structured Decision Making, a collaborative process to involve stakeholders, to make a process to permit these wind projects. The guidelines we initially developed were voluntary, but the analysis encouraged the developers to do two years of surveys. The developers had to do mitigation for the estimated eagles they might harm. This would, on average, maintain safe populations. When these projects

were up and running, we could get survey estimates and improve their rates. Estimating the eagle losses and the mitigation is a large part of the wind project permitting under the Bald and Golden Eagle Protection Act.

Government is based on long-term relationships and trust. The more we help the DOI make open, transparent decisions, the more effective we are. I wanted to work in government where I could make those decisions and collaborate with colleagues that would result in more enduring solutions that serve everybody.

### What is one statistical or scientific concept that everyone should know?

Most decisions involve some uncertainty and risk, even in our personal lives. For example: Do you cut the vegetation around your house to protect it from fires? You can figure the value of each of your alternatives, doing nothing or clearing, by the value times the chance of it happening. You can even guess at the odds of a fire occurring to calculate the value of each alternative. This will help you think more clearly about a problem and even make you look at it differently. The quality of your decision is based on the information you had and how you used it at the time you made the decision, not on the outcome.



Photo courtesy of Mark Otto, USFWS

## Behind the Scenes: Planning a National Event During COVID-19

By: Lena Chang,  
USFWS

On May 20, 2020, the Federal Asian Pacific American Council (FAPAC) Department of Interior (DOI) Chapter, with supporting offices and bureaus, held a live-streamed event for Asian American Pacific Islander (AAPI) Heritage Month: "Combating Anti-Asian Racism in the Age of the Coronavirus". The keynote presentation was given by Dr. Russell M. Jeung, Chair and Professor of Asian American Studies at San Francisco State University, with opening remarks from FAPAC President Olivia Adrian and closing remarks by DOI Director of Insular Affairs Nikolao Pula. We had nearly 1,000 live viewers tuned in from across the country.

In the dawn of adjusting to the "new normal" and teleworking amid a global pandemic, planning an event just didn't seem feasible. Though, looking back, perhaps a project like this was just what we all needed.

Encouraged by former and current FAPAC board members, we set out to plan an event for AAPI Heritage Month. People stepped up to help from all over the country from various bureaus and offices within the DOI. The majority of the planning team were not members of the FAPAC board, some not even chapter members at the time, but they are dedicated and interested in promoting diversity and inclusion across DOI and showed up because they wanted to help and be a part of it.

When planning began, we had no idea of the content, format, or platform for our event—we just knew that it had to be virtual. In our first meeting, we brainstormed potential keynote speakers. The topic of racism against Asian Americans and Pacific Islanders due to coronavirus was top of mind and Dr. Russell Jeung unequivocally rose to the top of our list. We thought it was a longshot, but we asked, and he accepted. From that point forward, we worked under an avalanche of planning details large and small, yet all equally important.

The team met a dozen times from multiple time zones over approximately 8 weeks. We had a task list that grew every meeting, with team members volunteering to take them on. We confirmed an opening speaker, a closing speaker, and moderator. We worked with the technical team to test audio



and streaming, made a flyer, vetted the presentation, set up closed captioning, and found an American Sign Language interpreter at the 11th hour. After a flurry of weeks of activity, on May 20 at 10am Pacific/1pm Eastern, we went live; and after just 1 hour, it was all over. The team met once more the next day to reflect on the event and our experiences. We wrote and sent thank you letters, and the curtain on our 2020 AAPI Heritage Month event officially closed.

The success of this event was wholly due to the dedication of the team members and our guest speakers. "The best part about working with the

FAPAC-DOI team was the collaboration and great ideas that came from everyone. I know these individuals are reliable and committed to making DOI a more diverse and inclusive place to work. We came from nine different bureaus/offices to address an important topic and help educate our DOI colleagues about a sensitive topic." said Kelly Sewell with the DOI Office of Human Capital/FAPAC. The feedback we received was overwhelmingly positive: "powerful", "eye-opening", "heartbreaking", "one of the best hours I've spent in a really long time". As our teammate Karen Ridgeway with OSMRE described, "Diversity Valued + Teamwork = Success". Personally, this was a valuable lesson of what can be accomplished with a dedicated team and a worthwhile goal.

On behalf of FAPAC-DOI, I would like to thank and recognize this incredible group of people who, during a time of great uncertainty, saw the importance of shedding light on a tough topic to continue to promote diversity and inclusion within the DOI. Special thanks to: Planning Committee Members Ernestine Coleman (USGS), Priscilla Jones Estes (NPS), Kimberly Ly (OCR), Acquanetta Newson (OCR), Karen Ridgeway (OSMRE), Kelly Sewell (OHC), Mathew John (NPS); the OFAS Conference and Special Events Branch (Michael Hershfeld, David Hutchinson, Jaime Hernandez, and Ron Tull); Guest Speakers Olivia Adrian (FAPAC), Dr. Russell Jeung (SFSU), and Nik Pula (DOI).

*Lena Chang is a Senior Fish & Wildlife Biologist with the U.S. Fish and Wildlife Service Ventura Office. She currently serves as the President of the [Federal Asian Pacific American Council \(FAPAC\) DOI Chapter](#).*



## Training Opportunities & Important Dates

8/5	<a href="#">Great American Outdoors Act Anniversary</a>
8/25	<a href="#">National Park Service Birthday (1916)</a>
8/26	Women's Equality Day
8/31-9/3	<a href="#">DOI Digital Week</a>
8/31-Dec	<a href="#">EDI &amp; Cross-Cultural Skills Building Training</a>
Sept	National Preparedness Month
9/4	National Wildlife Day
9/7	Labor Day (holiday)
9/14-18	#FedFashionWeek
9/15-10/15	Hispanic Heritage Month
9/19-26	National Estuaries Week
9/26	<a href="#">National Public Lands Day</a> (fee-free day)
9/30	End of FY 2020
10/12	Columbus Day (holiday)
10/31	Halloween
11/11	<a href="#">Veterans Day</a> (fee-free day)
11/26	Thanksgiving Day (holiday)

### More online:

- [DOI Career Connection](#) - Find or create short-term broadening, detail, or lateral opportunities across DOI.
- [My DOI Career](#) - Current & prospective DOI employees can use this online tool to learn about various occupations and navigate their careers at DOI.
- [DOI University Course Catalog](#) - DOI University delivers a wide range of courses available to all Federal employees and members of tribal governments.
- [DOI Talent](#) - Employees can find courses and transcripts in DOI Talent.
- [Center for Leadership Development \(CLD\)](#) - CLD curriculum establishes a single, standardized framework for federal HR practitioners.
- [OPM Federal Training and Development Wiki](#) - The OPM Wiki was created for Federal government training and development practitioners.
- [EEOC Training Institute](#) - Ideal training for anyone interested in EEO issues and practices affecting the federal workplace.

## Shout-Out!

Want to recognize a DOI employee? Send your stories and photos to [doi\\_office\\_of\\_human\\_resources@ios.doi.gov](mailto:doi_office_of_human_resources@ios.doi.gov).



Congratulations to the [My DOI Career](#) team for receiving the [2020 Communicators Award of Distinction](#) in the Website for Government category! My DOI Career is an online tool that assists current and prospective employees to navigate a career at DOI.



Your Career Journey Just Got Brighter

In September, we say farewell to our newsletter's Deputy Editor, Director of Talent Management, and invaluable team member **Martin Pursley**. Martin's contributions to making DOI an Employer of Choice are too many to name and his expertise and leadership will be missed. Best wishes on your retirement and congratulations!



Two National Park Service biological science technicians in Hawaii, **Anne Farahi** and **Amanda McCutcheon**, were featured on the [May 30, 2020 episode](#) of the CBS program "Mission Unstoppable," celebrating women who have become superstars in science, technology, engineering and math-related careers.