

USGS Retirees’ Scholarship Fund

Contents

- Scholarship History.....2
 - Established 2006.....2
 - Figure 1. President’s message2
 - Figure 2. Proposal2
 - Figure 3 Ballot3
 - Revised 20183
 - Paying Tuition.....3
 - Mentor.....3
- Scholarships Awarded4
 - Summary.....4
 - Table 1. Number and Amount of Scholarships Awarded.....4
 - Table 2. Scholarship Awardees, Amount of Award, and School.....4
 - 2018 Details5
 - 2019 Details6
- Scholarship Requirements and Process - 20207
 - Eligibility.....7
 - Application Process.....7

Revisions

- File: Scholarship.docx
- Owner: Vice President / Treasurer
- Review Cycle: Annually
- Review: Update scholarship status.
Revise eligibility or process as needed.

Review History

Date	Summary
2019.11.30	Updated information and consolidated multiple files

Scholarship History

Established 2006

The idea of a Scholarship Fund was formally introduced to the membership in May of 2006 in Newsletter 131. In the Presidents Message on page 1, James Biesecker , asked the members to read the proposal for the program and vote (figure 1.) The proposal (figure 2) and ballot (figure 3) appeared on page 12, not 13 as incorrectly specified on page 1.

Scholarship for Hydrologic Technicians: The elected officers of WRD Retirees have developed a proposal for WRD Retirees to sponsor a scholarship for Hydrologic Technicians. The scholarship program is described on page 13 of this Newsletter. Hydrologic Technicians enjoy a well-deserved reputation of delivering high-quality data products that meet local, state, and National needs. These folks are often referred to as the "backbone" of the water program. I'm sure each one of you can recall a Hydrologic Technician that had a tremendous positive impact on your career. I certainly can. Funding for the scholarship would come from the WRD Retiree Treasury so read the proposal and vote on whether or not you think we should proceed with plans to implement the proposed scholarship program.

Figure 1. President's message

**Proposal for WRD Retirees to Sponsor a Scholarship for Hydrologic Technicians
By Jim Biesecker, President**

Hydrologic Technicians enjoy a well-deserved reputation of delivering high-quality data products that meet local, state, and National needs. Praise for these employees comes from groups both internal and external to the USGS. These folks are often referred to as the "backbone" of the water program. I'm sure each one of you can recall a Hydrologic Technician that had a tremendous positive impact on your career. I most certainly can.

Several institutions currently offer university level training specific for Hydrologic Technicians: GateWay Community College in Phoenix, AZ; Vermilion Community College in Ely, MN; Spokane Community College, in Spokane, WA; and Western Dakota Technical Institute in Rapid City, SD, are schools that USGS has experience with. They each offer a two-year program that leads to an Associate Degree as a Hydrologic Technician.

After discussion among the elected officers of WRD Retirees, we are proposing that WRD Retirees establish a scholarship for a second-year student who has demonstrated the ability to earn good grades, is a good citizen, has interest in USGS employment, and preferably has successfully completed one summer of work with USGS and is being recommended by their supervisor to continue with USGS upon successful completion of their degree. The amount of the scholarship would be \$1,500. Funds for the scholarship would come from the WRD Retirees treasury. We will work with the above listed institutions to provide us with a list of candidates. WRD Retirees will convene a group to make the final selection. The USGS Human Resources Offices work very closely with each of the schools listed above and has expressed a willingness to assist WRD Retirees in any way with our scholarship winner selection process.

Please complete the ballot below regarding the proposed scholarship:

Figure 2. Proposal

WRD Retirees should establish the Hydrologic Technician Scholarship	<input type="checkbox"/> Yes	<input type="checkbox"/> No
The annual level of funding should be \$1,500 (If you vote no, list the funding level you propose. \$_____)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
I support increasing the annual dues to \$8 to fund this program (This would be an increase of only \$2 above the current \$6 dues.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Name (printed) _____	Signature _____	
Please answer the above three questions regarding the proposed WRD Retiree Scholarship for Hydrologic Technicians and send your completed ballot to the Secretary, WRD Retirees, P.O. Box 280, Herndon, VA 20172-0280, by June 16, 2006. Thank you!		
We will announce the results of the scholarship vote in the August 2006 Edition of the WRD Retirees Newsletter. Also, please complete the "News of Retirees" blank on the back of this page.		

Figure 3 Ballot

Revised 2018

The National Officers of the USGS Retirees held a short meeting on September 13, 2018 in Minneapolis/St Paul, Minnesota, which coincided with the biennial reunion of the organization. Discussed were current business matters, namely the scholarship process. In 2006, the organization, a non-profit entity, addressed the issue of a growing annual surplus in its treasury; it was decided to use the money to start a scholarship program to help students nationally to complete 2-year hydrologic technician programs at some colleges. In 2018, the program was expanded to help current hydrologic technicians by paying for college courses they might need to meet minimal U. S. Office of Personnel requirements to qualify as a hydrologist. It was gratifying to hear that a large number of the roughly 1300 retiree members felt that supporting the scholarship program was a highly worthwhile venture.

It was noted that there are two lingering problems: 1/ In the past, the retirees group treasury has always given a tuition check made out personally to each awardee, with no actual knowledge of how they used the check and 2/ the retiree's organization lacked any method with which to consistently follow-up with the awardee on the success or failure of the schooling. We think the following system of checks and balances, enacted by ourselves, will hopefully result in a more credible and successful Retiree Scholarship Program.

Paying Tuition

As far as submitting checks for the schooling, the retiree's organization has recently been informed by the USGS Human Resources Group, that we may pay awardee tuition bills directly to the college. We intend to do so starting with the 2019 awardees.

Mentor

As far as having a better handle on the success/failure rate of the awardees, we plan on assigning a mentor to each awardee to have greater cognizance of progress and/or

problems and if so, to help resolve them. It seems that the most logical mentor would be the Retiree's State Representative or his/her designee. With that in mind, it is suggested that the Retiree's Regional Representative contact the appropriate State Representative to set up the mentor system when there is a new awardee in their Science Center. It is highly recommended that the local Water Science Center Director and his/her Section Chief, who supervises the new awardee, be kept in the loop.

Scholarships Awarded

Summary

Since the program began in 2006, our organization has awarded 28 scholarships. Including those awarded in 2019, we have awarded \$65,700 in all (Table 1.) Individual awardees, amount awarded, and school attended are shown in Table 2.

Table 1. Number and Amount of Scholarships Awarded

Year	Number of Awardees	Amount	Remarks
2006	1	1500	
2007	1	1500	
2008	1	1500	
2009	2	2500	
2010	2	5000	
2011	4	10000	
2012	3	10000	
2013	0	0	<i>Summer Hiring Freeze</i>
2014	2	8000	
2015	2	7000	
2016	3	6000	
2017	0	0	<i>Retirees' President decision</i>
2018	5	8700	
2019	2	4000	
TOTAL:	28	\$ 65,700	

Table 2. Scholarship Awardees, Amount of Award, and School

Year	Awardee	Amount	School
2006	Jacob B. Dayley	\$1,500	GateWay Community College, Phoenix, AZ
2007	Gretchen Anderson	\$1,500	Vermilion Community College, Ely, MN
2008	Claire Bunch	\$1,500	GateWay Community College, Phoenix, AZ (summer intern -- Sacramento, CA)
2009	Lisa Ashmore	\$1500	GateWay Community College, Phoenix, AZ (summer intern -- Montana WSC)

Table 2. Scholarship Awardees, Amount of Award, and School

Year	Awardee	Amount	School
2010	LaShawn Nohremberg	\$1000	Vermillion Community College in Ely, MN (summer intern -- Nebraska WSC)
	Travis L. Gibson	\$3000	GateWay Community College, Phoenix, AZ (summer intern in Salt Lake City, UT)
	Michael Blumberg	\$2000	Vermilion Community College, Ely, MN (summer intern in Richmond, VA)
2011	Casey P. Lovato	\$4,000	GateWay Community College, Phoenix, AZ (summer intern at the Oregon WSC, Portland, OR)
	Brandon Clark	\$2,000	Western Dakota Technical Institute, Rapid City, SD (intern at the South Carolina WSC, Columbia, SC)
	Jeffery S. Sallas	\$2,000	GateWay Community College, Phoenix, AZ (intern at the Sullivan's Island, SC)
	Michael Buil	\$2,000	GateWay Community College (interned at the Massachusetts WSC)
2012	Timothy Bronetto	\$4,000	Gateway Community College, Phoenix, AZ (interned in Hawaii -- part of the Pacific Islands WSC)
	Alyx Schlafge	\$3,000	Vermilion Community College, Ely, MN (intern Austin Field Unit, TX)
	Sarah Jeanne Davis	\$3,000	Western Dakota Technical Institute, Rapid City, SD (summer intern Wyoming WSC, Cheyenne, WY)
2013	<i>No awards due to a freeze by the Department of Interior on summer hires.</i>		
2014	Carl Turner	\$4,000	Vermillion Community College, Ely, MN
	Adam Mastalir	\$4,000	Madison Area Technical College, Madison, WI
2015	Keith E. Mecum	\$4,000	University of Texas, Austin, TX
	Devin S. Minnich	\$3,000	University of Santa Cruz, Santa Cruz, CA
2016	Ruth Law	\$2,000	University of Wyoming, Laramie, WY
	Joe Morgan	\$2,000	Western Washington University, Bellingham, WA
	Jacob Pascoe	\$2,000	Oklahoma State University, Stillwater, OK
2017	<i>No awards were made for this year.</i>		
2018	Joshua Lee	\$3,000	American Military University, Charles Town, WV (Pathway's Program)
	Johnse Ostman	\$3,000	Alaska Pacific University, Anchorage, AK
	Skylar Smith	\$1,500	Parkland College, Champaign, IL
	Holly Eschenburg	\$700	Oklahoma State University, Stillwater, OK
	Olivia Stoken	\$500	University of Virginia, Charlottesville, VA
2019	Taylor Dudunake	\$2,000	University of Idaho, Moscow, ID
	Sharon Mulready	\$2,000	University of California Santa Cruz

2018 Details

Following is a list of the 2018 awardees linked to the appropriate Regional and State Representatives. The listing shows that there is no State Representative for Illinois, which has a new awardee at the current time. We are asking Jay Kiesler, Northeastern Regional Representative to work with the Illinois Retirees to fill that gap. The Regional

Representatives will be asked to share awardee progress with the National Officers on a quarterly basis on routine conference calls.

1. Ed Martin/Gary Tasker

Joshua Lee. He has been employed by the USGS in South Carolina for only 7 months but has proven himself. He was recently converted from intern to full-time Hydrologic Technician. He has a BS and is working towards a Masters' in Environmental Policy and Management with a concentration in Fish and Wildlife Management. Total awarded: \$3,000.

2. Jay Kiesler/will need to assign to a local retiree

Skylar Smith. He joined USGS in Illinois as a student contractor in 2014 and became of full-time Hydrologic Technician in 2016. He lacks 1 trigonometry and 2 calculus courses. He is going to Parkland College and plans to complete these courses by May 2019. Total awarded: \$1,500.

3. Ken Lindskov/Lyn Osburn

Holly Eschenburg. She is a full-time Hydrologic Technician in Oklahoma. Holly started as a Pathways student in 2013. She lacks one course for OPM qualification as a Hydrologist: Engineering Physics II. Total awarded: \$700

4. Pete Anttila

Bill McFarland, Oregon
Gordy Nelson, Alaska

Olivia Stoken. She is a Pathways Hydrologic Technician in Oregon. She lacks 4 hours of calculus for OPM qualification as a Hydrologist. Total awarded: \$500

Johnse Ostman. He is a Hydrologic Technician and has been employed with USGS in Alaska for 9.5 years. He has a BS and is working towards a Masters' of Environmental Science. Total awarded: \$3,000.

2019 Details

Remarks from 2019 Awardees Taylor Dudunake and Sharon Mulready were published in Newsletter 185, November 2019.



Taylor Dudunake writes: As a young professional in an evolving world of science, I'm eager to begin each day on the job working as a student hydrologist for the USGS. When I first started as a student contractor three years ago, I began coordinating with folks from across the country working with various state and federal agencies to facilitate a national bridge scour study. I thoroughly enjoyed meeting and learning from these people with many different backgrounds all while getting the opportunity to write two USGS Open-File Reports. Soon after, I transitioned to a Pathways Student while traveling near and far across Idaho getting invaluable experience including high-resolution bathymetric surveys and river restoration and water quality monitoring. Idaho offers incredible diversity in our rivers which support the livelihoods and lifestyles for those of us that call this home. As I grow older, I recognize the benefit of growing up in a state where people truly value the amazing recreational opportunities that we have here. As I grow and develop my professional career, I'm even more grateful that my job allows me to experience the amazing assets in this state alongside other like-minded employees. I'm very humbled to write this letter of appreciation to the USGS Retirees for awarding me this scholarship. As I balance the complexities developing my career, I am also pursuing my Masters of Science in Water Resources at the University of Idaho where I'm studying the effects of bathymetric variations and vegetation on hyporheic exchange using various modeling techniques. I am extremely thankful for this scholarship as it will help relieve some of the costs in attending graduate school. I also would like to acknowledge everyone at the Idaho Water Science Center alongside my family and friends for their continued support. I'm excited for my future and hope to further contribute to the science of our changing world! With thanks and appreciation,



and sustainable manner by providing the most accurate data with the highest scientific integrity. I offer my sincerest gratitude for the opportunity to continue my education in academia and at the USGS unburdened by tuition costs.

Sharon Mulready writes: I wish to offer my sincerest thanks for receiving the 2019 WRD Retirees scholarship. This funding greatly eases the burden for tuition as I complete my master's degree in Earth Science at the University of California, Santa Cruz, CA. My Master's project involves determining the degree to which downstream grain size fining, channel slope, and flow depth control the shear stress exerted by the river on its bed by sampling point bar sediments, determining high flow depths, and DEM analysis along the Arroyo Seco, one of the Santa Cruz field office's gaging sites. My field work has been greatly supported by the Santa Cruz office's team in their patience and inclusiveness to train me in the field and sediment lab. I am greatly indebted to the USGS as a whole in their support of early career scientists. My goal once I graduate is to continue to work within the USGS and learn to manage the public's water resources in an efficient

Scholarship Requirements and Process - 2020

The application requirements and process have changes over the years since the scholarship was first established in 2006. Full details of the requirements for and process for 2020 are documented in the application package (file **14.2020 Application Package.docx**.) Selected elements from the package are included below.

Eligibility

- Individuals must be currently working for the U.S. Geological Survey.
- Individuals must be currently enrolled in an institution of higher learning or show that they have been accepted to start classes during the fall semester.
- Individuals working in an internship or employed by the USGS Water Mission Area working to complete the last year of a 2-year Hydrologic Technician degree.
- Individuals employed as Hydrologic Technicians for the USGS Water Mission Area taking classes required for conversion to a Hydrologist. (Note: Meeting minimal scholastic requirements for conversion to hydrologist does not necessarily mean conversion is automatic. This is at the discretion of the Water Science Center (WSC) Director and may be based on the specific need for a hydrologist at that time).
- An individual's field of study may be surface water, ground water, water quality, or any other water-related project areas.

Application Process

1. Science Centers' (WSC) Directors, with assistance from other local USGS officials select candidates to be nominated. Nominees must currently be enrolled in an institution of higher learning or have been accepted to start classes during the fall semester. Any number of nominations can be made.
2. Each nominee is asked to complete the applicant's section of the scholarship application.
3. After completing the applicant's section, the nominee must forward an electronic version of their responses to the appropriate USGS Retirees' Regional Representative for the state in which their Duty Station is located. It is preferred that the electronic version of their responses be readable by Microsoft Word. However, a PDF version is acceptable. The subject line of the email should read "USGS Retiree Scholarship Application". A list of states for each Regional Representative is part of the application packet.

4. The nominee's supervisor is asked to complete the supervisor's section of the application. The supervisor is asked to rate the nominee on a scale of 1-5 with 3 being fully satisfactory. Any rating of 5 must be accompanied by a justification for the rating.
5. The supervisor must forward an electronic copy of their responses to the appropriate USGS Retirees' Regional Representative for the state in which the applicant's Duty Station is located. It is preferred that the electronic version of their responses be readable by Microsoft Word. However, a PDF version is acceptable. The subject line of the email should read "USGS Retiree Scholarship Application". A list of Regional Representatives for each state is part of the application packet.