



## Celebrating 55 years



*Governor Bill Graves congratulates Arland Hicks for 55 years of service to the State of Kansas, while wife, Gene, watches her husband being honored.*

## Hicks sets state record for 55 years of service

**By Stan Whitley**

They came to say thank you and good-bye. After 55 years of state service, the man recognized as a gentleman and a scholar was leaving KDOT.

Arland Hicks' long tenure with the agency came to an end on December 7 in Topeka during a special ceremony honor-

ing him as the longest-serving employee ever in Kansas.

Governor Bill Graves, Secretary E. Dean Carlson and Director of Engineering and Design G. David Comstock were among the dignitaries and friends honoring Hicks

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**See pages 6 and 7 for more coverage of Hicks' retirement.**

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From  
Where  
I Sit  
*by E. Dean Carlson*

## Progress report

When this year began, I had just assumed the duties of President of the American Association of State Highway and Transportation Officials (AASHTO) and had outlined three emphasis areas for my term - Safety, Infrastructure Renewal, and Operations. As my term ended this month, I delivered a report on how those efforts had gone, and I'm pleased to say that AASHTO made progress in all three areas. I'd like to share with you some of the accomplishments that I mentioned in that report.

In the area of safety:

♦ One of the highlights in 2001 was AASHTO's key role in the inauguration of a new, annual safety observance, "Put the Brakes on Fatalities Day" on October 10. One of KDOT's own, Local Project's Bureau Chief Larry Emig, came

up with the concept for this ongoing event, and he can be proud of the fine rollout and how it raised public awareness and support for highway traffic safety.

♦ AASHTO began implementing its Strategic Highway Safety Plan through pilot projects conducted by 15 states on six priority subject areas (under the leadership of NCHRP Project 17-18).

In the area of Infrastructure Renewal:

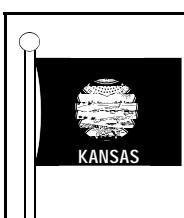
♦ AASHTO worked with fellow transportation groups to persuade Congress to respect and preserve the funding guarantees we now have under TEA-21 (Transportation Equity Act for the 21st Century - the current federal transportation funding authority). This work, of course, continues.

♦ We partnered with ARTBA (American Road and Transportation Builders Association) to promote a customer-focused approach to infrastructure renewal, to assure work-zone safety and hold traffic disruption to a minimum. These "best practices" are being shared through the Work Zone Safety Information Clearinghouse.

In the area of Operations:

♦ We created new capacity within AASHTO to address operations by appointing a new Operations Task Force. The Standing Committee on Highways has created a new subcommittee to carry forward this important work, so essential to our member departments. Our goal

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**NOTE: This information is available in alternative accessible formats. To obtain an alternative format, contact the KDOT Bureau of Transportation Information, Docking State Office Building, Room 754, Topeka, Kan., 66612-1568, or phone (785) 296-3585 (Voice)/(TTY).**

### Calendar of Events

**January 1** - State employees off for New Year's Day.

**January 8** - 11 a.m., KDOT Employees' Council Meeting, Seventh Floor Conference Room, Docking State Office Building.

**January 11** - 9:30 a.m. - Highway Advisory Commission meeting in Topeka.

**January 16** - 2 p.m. - Construction Bid Letting at Topeka Capitol Plaza Hotel.

**January 21** - State employees off for Martin Luther King Day.

## Program honored for work on new traffic control devices

KDOT was one of five state agencies honored as a 2001 National Highway Safety award winner in the Operational Improvements program category for the Midwest States Smart Work Zone Deployment Initiative (MwSWZDI) in November. The competition is sponsored by the Federal Highway Administration (FHWA) and the Roadway Safety Foundation, and it recognizes outstanding highway safety achievements.

The MwSWZDI project evaluates technologies used to enhance work zone safety and traffic control. Developing better ways to control traffic in work zones improves the safety and efficiency of traffic operations for highway workers and the traveling public. Since the project began in 1999, 26 technologies were tested by university transportation researchers in the different states.

"The project is really good because we're always looking for the cutting edge devices that will make traffic control work even better for the travelers as well as safer for the workers," said Kurt Miyamoto, Traffic Control Engineer in Traffic Engineering.

One example of a product that was evaluated in Kansas, Iowa, and Nebraska was the SpeedGuard Speed Reporting System. It used a speed monitoring display to inform drivers of their speeds and encourages them to slow down if they are traveling above the speed limit. When evaluated during the study, the system proved effective in lowering speeds and increasing uniformity of speeds in work zones.

## Learning Quest

Continued from page 1

over other college investing methods.

You receive an annual adjusted state tax gross income deduction for contributions of up to \$2,000 per student (\$4,000 if married and filing jointly). Check with your tax advisor for state rules. And thanks to changes in federal tax law, your withdrawals for qualified education expenses are free from federal income tax beginning in 2002.

Learning Quest also offers significant estate and gift tax benefits for account owners:

- ◆ Your contributions to the account are removed from your estate while you maintain control over the account.

- ◆ You will pay no federal gift tax on your contributions for each student up to \$50,000 in a single year (\$100,000 for spousal gifts). To qualify, you must treat the gift as if it were made in equal payments over five years. This provision is unique to 529 Plans such as Learning Quest.

- ◆ As the account owner, you direct how the money in the account is used. If the student has qualified education expenses, you can request

payment from the account. But if the beneficiary doesn't go to college or if there's money left over, you can name a new beneficiary for the account. And if you choose a family member of the original beneficiary (including first cousins), the change can be made without taxes or penalty.

Compare that last point to accounts set up under the Uniform Gifts To Minors Act where beneficiaries get the money in the account upon reaching age 18. Whether they use it for college or a sports car is strictly up to them. Learning Quest gives you more control over who gets the money and how it is used.

Your total contributions for each student are limited to the average expenses of five years of higher education in Midwestern states (currently \$235,000)

Of course, only you know whether Learning Quest will work as part of your financial plan, and there are a lot more details that you need to know before making that decision. You can learn more at the Learning Quest Web Site: [www.learningquestsavings.com](http://www.learningquestsavings.com) or by calling 1-800-579-2203.

Why not resolve to check it out soon?

Welcome  
new KDOT  
employees!

### Headquarters

**Burt Morey**, Engineering Associate III, Design

### District Five

**Michael Roudybush**, Engineering Associate II, Wichita

### District Six

**Isaac Armstrong**, Engineering Technician Associate, Syracuse

**William Daugherty**, Engineering Associate II, Syracuse

**Heather DeVaney**, Office Assistant III, Syracuse

**Daniel Dewey**, Equipment Mechanic I, Syracuse

**Steven Trent**, Engineering Technician Associate, Dodge City

*The Bureau of Personnel Services supplies information for new employees to Translines.*

# Employees share new information at TRB

Transportation Research Board activities draw on the expertise of more than 3,000 of the nation's top engineers, scientists, and other transportation-related professionals who serve on about 200 committees. Several KDOT employees serve on those TRB committees. Committees identify research needs, approve papers for presentation and publication, and share new information that can improve service to the public.

One of the main TRB events is the annual meeting attended by more than 8,000 transportation professionals from around the world. It will take place

January 13-17 in Washington, D.C. At this meeting, **Secretary E. Dean Carlson** will be named Chair of the Executive Committee for the coming year.

**Carlson** will serve on a panel discussion involving "Technology's Role in Transportation: Perspectives of Chief Executive Officers of Four Department of Transportations." **Leslie Spencer-Fowler** is presiding at this discussion. In addition, **Christopher Huffman** will be involved in a panel discussion on "Access Control Points and Evaluations," with **John Strahan**

presiding.

**Strahan** will also preside over two other topics, "Enhanced Security versus Privacy," and "Eminent Domain Trial Techniques." **Spencer-Fowler** will preside over "Innovative Procurement for Technology."

Several KDOT employees will be either making presentations at the meeting or were involved with the research projects being reported. They include:

**Robert Haley** – On a panel

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## LETTERS TO THE EDITOR

**Dear sir:**

I would like to take this opportunity to congratulate the Kansas Department of Transportation (KDOT) on the fine freeway system in your state. I drove on several routes this past month, while on vacation, and noted that your highways and rest stops were impeccably clean, vegetation mowed, spacious clear zones, roadway surfaces very well maintained, striping clear, and signage new and reflectorized.

In short, your freeways were some of the best I've seen in the country. Keep up the good work.

Sincerely;

Fred Heigl

Transportation Engineer,

Washington State Department of Transportation

**Dear Robert Judgen:**

Enclosed are four signed copies of the "Notice of Acceptance" for the County Road bridge construction project.

We are extremely pleased with the finished product. I have heard only compliments from elected officials, area citizens, and the neighbors in vicinity of the bridge.

We wish to thank you and the Kansas Department of Transportation for its valuable support and contribution to this project and look forward to future projects that will better our community and its transportation infrastructure.

Respectfully yours,  
Michael Yanez, City Administrator  
City of Columbus

*Note: Judgen is the District Four Construction Engineer at Pittsburg*

### Kansas State Highway Commission:

While traveling from Ontario, Canada, to Phoenix, Arizona, we had a flat on the left front tire on our motorhome in a construction site at mile 191 on I-35. Although we got over as far as we could, we were still very close to the oncoming traffic.

The purpose of this letter is to express our thanks to your inspector on the site. Unfortunately we didn't get her name. She helped get the spare tire out of the unit and arranged for a flag man to slow down the traffic. She stayed with us until we were back on the road. We were most

appreciative of her help. Please extend our thanks to her. We also are in debt to two young "Kansarians" who stopped and helped us change the tire. I know we couldn't have done it without their help.

We will always have a warm place in our hearts for Kansas, not only for the help we received, but also for the condition of your highways - they were great.

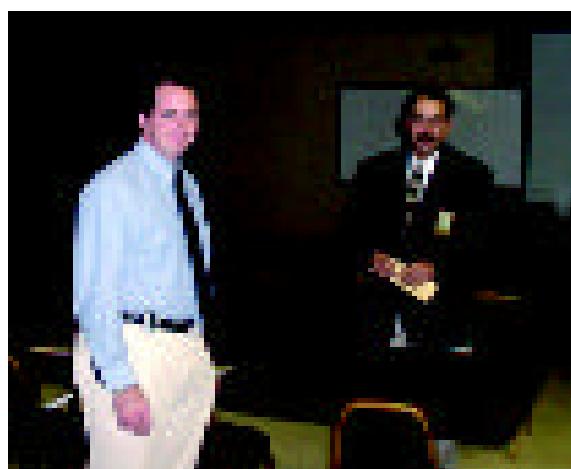
Thank you,  
Helen and Bruce Murat  
Kanata, Ontario

# Safety meeting works to reduce deer/vehicle accidents

Deer-related accidents are a big concern on Kansas roadways. To address this concern, David Church, Senior Traffic Engineer in Traffic Engineering; and Lloyd Fox, Big Game Coordinator from the Kansas Department of Wildlife and Parks (KDWP); presented a one-hour program on December 4 on safe vehicle operation with an emphasis on reducing accidents involving deer. About 60 people attended the event at KDOT's District One office.

"It's good to get the word out so that when a driver has to react to a deer in their path, they have a little bit of prior knowledge of what to do," Church said. "The program helps show people when to be more alert because there are definite times when people should be more on the look out for deer."

Currently, about 14 percent of all traffic accidents in Kansas are deer-related. In some rural counties, that number can reach as high as 50 percent. KDWP has developed a presentation to



*David Church (left), Senior Traffic Engineer in Traffic Engineering; and Lloyd Fox, Big Game Coordinator from the Kansas Department of Wildlife and Parks (KDWP); gave information on reducing deer/vehicle accidents at a public meeting December 4.*

educate the public on better and safer vehicle operation during October to December, which is the peak accident season.

Judy Cucciniello, science department head and chemistry teacher at Hayden High School, encouraged several of her students to attend the event. "We are concerned about the students and their safety, and we want to

make sure they would know in a situation where there was a possibility of an accident involving a deer," Cucciniello said. "We like to expand the study of science outside of school into the community, and it's a good activity for the kids." - **John Swihart, District One Public Involvement Liaison**

## Retirees

The following employee will officially retire from KDOT in January.

**Headquarters**  
**Jay W. McCoy**, Engineering Technician Senior in Planning - 12 years of state service.

## TRB

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discussion for the session "Introduction to Funding Practices, or Buying and Selling Money," he will present the "State Point of View."

**Richard Miller** – "SP-5 Why (Not How) Kansas Department of Transportation's Pavement Management System Works and How Preventative Maintenance Actions are Integrated."

**John Wojakowski** – "MP-3: Construction and Performance of Ultrathin Whitetopping in Kansas."

**Strahan** – "Preparing Condemnation Cases for Trial."

**Huffman** – "Data Processing for Valuation."

**Vicky Johnson** – "Avoiding Mistakes in Drafting Documents Like the MUTCD That Can Create Liability Nightmares to Defend."

**William Parcells** – "Factors Affecting Rapid Roughness Progression on Portland Cement Concrete Pavements in Kansas," and "MP-2: Effect of Curling on As-Constructed Smoothness of Portland Cement Concrete Pavements."

**David Meggers** – "Protection of Existing Cracked Bridge Decks with Polymer Sealers."

**Kenneth Hurst** – "Need for Standardization in Automation: AASHTO-NSBA Steel Bridge Collaboration Update."



**Dr. Joe Lee, Director of the KU Transportation Center, praised Arland Hicks and named him as an honorary adviser to the center.**



**David Comstock, Director of Engineering and Design, recognized retiring Arland Hicks as “a guiding light in the principles and ethics of engineering.”**

## Arland Hicks

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at the ceremony.

Hicks was 18 when he began working for the former State Highway Commission on Dec. 3, 1946, as an Engineering Aide at Hugoton. He retired as KDOT's Senior Engineering Advisor, a position he has held in Topeka since 1985.

“It has been a tremendous personal growth experience for me during my career,” Hicks said. “It’s difficult to say in a few words all of the experiences that I have had but they’ve been many, and they’ve been in many places in the state.”

Governor Graves presented a plaque to Hicks in recognition of his service.

“It’s hard for me to imagine you had been serving the state for seven years before I was even born,” said Graves. “No state employee has achieved the service level that you have. You stand as an outstanding example of what we believe employees of the state of Kansas represent.”

Hicks was joined at the event by his family including his wife, Gene, who is retired from KDOT having served in Transportation Planning and Management and Budget. Hicks’ three sons, Patrick, Calvin, and James, and one daughter, Suzanne, were present, along with brother, Ralph, the KDOT Construction Engineer at Ulysses.

“I want to say thank you for the things that you’ve done for the department,” said Secretary Carlson. “Your interaction with international engineers and your work teach-



**Lots of friends and coworkers gathered to wish Hicks a fond farewell from KDOT and a happy retirement.**

ing the metric system to KDOT employees is greatly appreciated.”

Comstock served as master of ceremonies at the event. He described Hicks as “a guiding light in the principles and ethics of engineering.”

World War II had recently ended, new homes were selling for \$12,000, and future President George W. Bush was only five months old when Hicks began his state transportation career.

“I thought about retiring after 40 years and then again after 50, but staying here just became habit forming,” said Hicks. “I’ve truly enjoyed my experience and the opportunity to work with many fine people that I consider my KDOT family.”

At one time, Hicks had been on every highway in the state. Since then, he said, new highways have been built, and he can no longer make that claim.

Hicks has served in four of KDOT’s six geographical districts during his career working up the ladder from an Engineering Aide to the top of the agency serving as Secretary of Transportation for a brief period in 1991. He has also served as an Engineering Technician, Civil Engineer, Resident Engineer, District Maintenance Engineer, Assistant Engineer of Maintenance, Transportation Safety Administrator, Principal Investigator for

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## Hicks

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KDOT's Highway Costs Allocation Study and Senior Engineering Advisor handling tort liability and technical training.

Hicks graduated from Kansas State University in 1954 with a bachelor of science degree in Civil Engineering. He received his Master of Science in Civil Engineering from the University of Missouri in 1968 and Doctor of Engineering from the University of Kansas in 1977. He also earned a Master of Public Administration from KU in 1982.

Technology has been the biggest change Hicks has experienced in the past 5 1/2 decades.

"We used to spend hours using a slide rule and manual calculator," said Hicks. "It was a very time-consuming process. Today's technology allows us to be much more efficient."

Besides being a loyal public servant, Hicks has shared his engineering expertise as a teacher. His teaching over the years has included an engineering review course and metrics training for KDOT employees, plus he has been a visiting lecturer at the University of Kansas teaching a wide range of engineering classes since 1979.

Teaching reached an international level for Hicks in 1996 when he received a United Nations training assignment in Kunming, Yunnan Province, People's Republic of China. During a two-week period he taught classes on quality management and highway department organization.

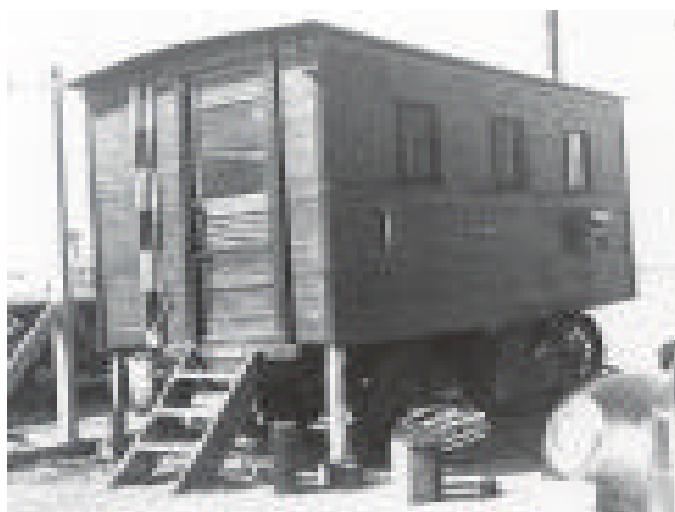
"Personally, having the opportunity to travel and lecture to Chinese engineers was a high point in my career," said Hicks. "It gave me an entirely different understanding of the world."

The trip was arranged through Joe Lee, director of the KU Transportation Center. Lee was at the retirement celebration and recognized Hicks as the "most extraordinary person that I have ever known." Hicks was given a plaque from the KU Transportation Center and named an honorary adviser to the center.

There were several keys to Hicks' long career. "I always had opportunity and a great deal of autonomy during my KDOT career," he said. "I was never micromanaged and I consider that a blessing."

## Then and Now

	<u>1946</u>	<u>Today</u>
<b>President</b>	Harry Truman	George W. Bush
<b>No. of states</b>	48	50
<b>Stamp</b>	3 cents	34 cents
<b>U.S. population</b>	144.4 million	281.4 million
<b>KDOT HQ</b>	Masonic Temple	Relocation to SBG planned
<b>TV</b>	Faraway Hill (first soap opera)	Reality TV
<b>Movies</b>	It's a Wonderful Life	It's a Wonderful Life (Christmas Classic)



*Arland Hicks' construction field office near Hugoton in 1946.*



*Governor Bill Graves and Secretary E. Dean Carlson pose for a formal picture with Arland Hicks and his wife Gene.*

# A smiley face ☺

**By Ron Kaufman**

I was sitting in church on a recent Sunday morning. Don't let that surprise you. It happens occasionally. The sermon was nothing short of lackluster, so my gaze began to wander about the pews, searching for one of those distinctly human moments that I find so intriguing. It could have been a loving wife stroking the back of her husband's neck, a fellow bleary-eyed parishioner nodding off, or an anxious mother engaged in a no-win battle to quiet her fidgety offspring.

A few of the other worshipers were surveying the rows of people, also hunting for something to hold their waning attention. Noticeable, too, was a handful of babies draped over their parents' shoulders and young toddlers standing up on the seats, securing their wobbly stances with firm grips on the backs of their pews.

Did you ever notice how the adults in church always dutifully face forward, eyes fixed somewhere along the front of the church, while the babies and toddlers face to the back? Furthermore, if they're not crying or asleep, the little ones smile and make faces at the forward-facing adults they meet while facing backward?

One such sprite found my gaze that morning and we began a life-long relationship that lasted an entire hour and a half. She was dressed to the nines - as if she really cared how she looked - sported a cute pink ribbon tying up wisps of baby blond hair, and she drooled. She was my kind of girl. Our eyes met, and when I smiled, she smiled back. Then she grinned and I was hooked. If a woman my own age "made eyes at me" and

flashed a toothless grin, I would recoil. However, I can easily forgive the innocence – and toothlessness – of youth. If you want to lift a melancholy shroud, seek out a smiling baby. Babies are all about eyes and smiles, aren't they? They work very hard to create smiling faces on the lucky adults they manage to draw into their world. Several other adults were as fortunate as I that Sunday morning. I noticed other babies coaxing the boredom out of their adult neighbors with playful grins and dancing eyes.

Eyes and smiles, dear reader, reminded me of public involvement. As babies, we are masters of this form of communication. Somehow, as we age, smiling and eye contact become ensnared in social rituals that dampen their spontaneity. Still, even as adults, we can create friendly feelings in people that we greet by smiling and making eye contact. Eye contact without a smile can be threatening, but mix the two, and you have a powerful tool for communicating.

When used together, they tell others that you are open, thoughtful, and interested. Smiling, alone, can be a powerful tool for connecting with others. Thoughtful telephone users know to smile when answering the phone or initiating a call because it warms the sounds of their voices. Try using the phone and smiling at the same time. You'll notice the difference.

Please note that I am only suggesting eye contact and smiling. Refrain from tying up your hair in pink ribbon, unless you can carry it well. Don't stand up in the pew at church and stare at the person behind you. And for heaven's sake, please don't drool. Save that for the holiday candy.

## Communication: A Key to Success



Kansas Department  
of Transportation

# Test your trivia knowledge of Kansas

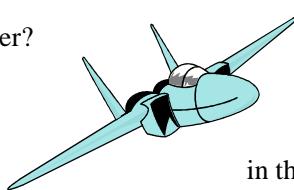
Here's another Translines trivia quiz for you – this time it's on Kansas in general.

Have fun, see how much you know, and learn a few things about the state that you may not have known. Remember, it's just for fun. There are no prizes other than bragging rights. Also, don't read the bonus question until you answer the main question if you truly want to see how much you know (some of the bonus questions are based on the answers from the main question).

The answers are on page 11 but don't cheat!

**1.** Who was the first female U.S. Senator from Kansas?

●Bonus: Who was her father?



**2.** Who is the only President so far from Kansas?

●Bonus: Who was the Vice President from

Kansas serving from 1893 to 1907?

**3.** Name the former U.S. Senator from Russell who ran for President.

●Bonus: Name the other U.S. Senator who also grew up in Russell and ran for President.

**4.** What position did E. Dean Carlson hold before becoming Secretary of the Kansas DOT?

●Bonus: From what Big 12 university did he graduate?

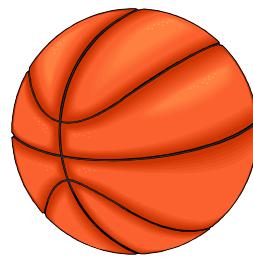
**5.** What famous auto industrialist grew up in Ellis?

●Bonus: What year did he establish the

his corporation?

**6.** Who was the first women Harlem Globetrotter?

●Bonus: What year did she captain the U.S. Olympic team that won the gold medal?



**7.** How many counties are in Kansas?

●Where does Kansas rank in number of public roads in the nation?

**8.** Who was the first female to fly solo across the Atlantic Ocean?

●Bonus: What year did she disappear in her attempt to fly around the world?

**9.** Kansas leads the nation in the production of what crop?

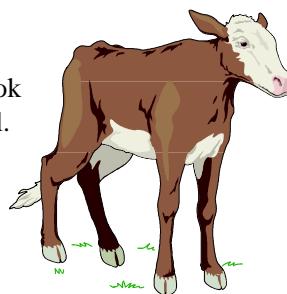
●Bonus: What percent of all the wheat produced in the U.S. is grown here?

**10.** What is the state mammal of Kansas?

●Bonus: What is the state reptile?

**11.** Cattle drives in the 1800s through Caldwell, Wellington, Wichita, Newton, and Abilene took place on this historic trail.

●Bonus: Garden City is famous for two things that are the world's largest – name one.



**12.** What University of Kansas coach

invented the game of basketball?

●Bonus: What athlete from Wichita was a three-time Olympian and set a world track record for the mile in 1966?

**13.** William Holden stars as the hunky drifter, Kim Novak is the small-town beauty queen, and Cliff Robertson is the rich college buddy in this 1956 classic filmed in Kansas.

●Bonus: Tatum O'Neal won an Oscar for Best Supporting Actress in this 1973 movie with her real-life father that was filmed in Kansas in 1973.

**14.** What famous actor from Wichita drives a yellow 'Cuda on his TV show?

●Bonus: What actor from Manhattan went from a radio station to portraying a



Maytag repairman?

**15.** Cawker City is the home of the world's largest what?

●Bonus: About how much does it weigh?

**16.** What is the name of the world's largest coal shovel near the town of West Mineral in southeast Kansas?

●Bonus: How tall is it?

# Top 7 keys to having good managers

When an employee quits, they don't quit the company — they quit their boss. A survey I recently completed showed half the people quit their previous employer because of their supervisor. A painful statistic when you consider how difficult it is to find good people. This is sad when you look at the bottom line and stupid when you do nothing about it.

Managers today walk a thin line...the job is not easy. The responsibilities and demands are more difficult. People expect more; some are plain difficult to work with. It should go without saying that those businesses that do a good job selecting, training and developing their managers will enjoy higher productivity and lower turnover. The two go hand in hand.

Soft skills reign supreme and are critical for success. Most businesses do a miserable job selecting and training their managers. Many management development programs focus entirely on technical aspects of the job and not people skills. Some managers are tyrants and make life miserable for those they are supposed to lead. Duh! It is people skills that make the difference.

I am sympathetic to the plight of people who get selected to become new managers. These are good people. Many are great technicians, but unfortunately are clueless on the art and science of managing people. Some are thrown mercilessly to the wolves and to no fault of their own succeed or fail, usually the latter. Your odds for success are better with Russian Rou-

lette. To me this is shameless and organizations should know better. This is why the trend is growing for people avoiding becoming supervisors and managers. At least send these new managers to one of those "shake and-bake," \$149.00 daylong, "How to Become a Good Leader" courses taught downtown. Which is cheaper? Running off your employees or training new supervisors?

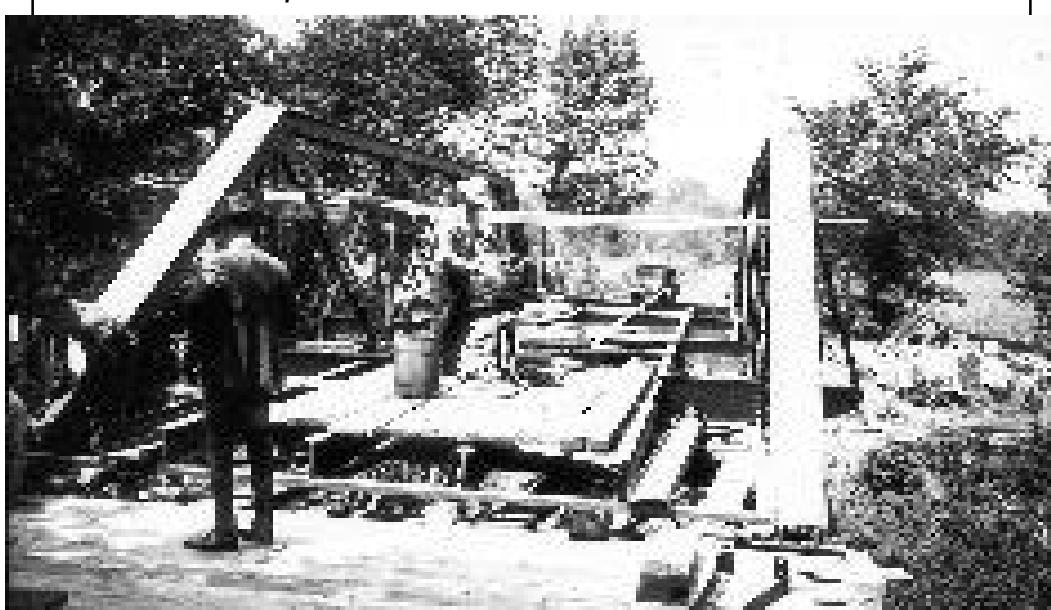
I went into the Army right after college. My boss was great. He was an experienced veteran and a former Special Forces medic in Vietnam. He was the type of person who always put the needs of others before his own interests.

I remember pulling duty and having to stay up all night on New Years Eve. It was early Saturday morning and I still had several more hours to go before I could go home. A few hours later, the phone rang. It was Joe, my boss. He wanted to know if I had made any plans for lunch. He and his wife had made something and he wanted to bring it over to me. I don't remember what the food was, but it was a meal I will never forget.

That one small act of kindness showed me he really cared. That act taught me more about leadership than all the degrees and diplomas hanging on my wall. There is an old saying in the military, "If you take care of your troops, your troops

**Continued on page 12**

## Step Back in Time



*The new Foster Bridge in Shawnee County was under construction during this photograph taken in May of 1920.*

## Kansas Trivia Answers

### 1. Nancy Kassebaum Baker

●Bonus: Alf Landon

### 2. Dwight Eisenhower

●Bonus: Charles Curtis

### 3. Bob Dole

●Bonus: Arlen Specter

### 4. Executive Director of the Federal Highway Administration

●Bonus: University of Nebraska

### 5. Walter Chrysler

●Bonus: 1925.

### 6. Lynette Woodard, of Wichita

●Bonus: 1984

### 7. 105

●Bonus: Fourth

### 8. Amelia Earhart

●Bonus: 1937

### 9. Wheat

●Bonus: 20 percent

### 10. American bison

●Bonus: Ornate box turtle

### 11. Chisholm Trail

●Bonus: Concrete Municipal Swimming Pool or the Beef Processing Plant

### 12. James Naismith

●Bonus: Jim Ryun

### 13. Picnic

●Bonus: Paper Moon

### 14. Don Johnson

●Bonus: Gordon Jump

### 15. Ball of Twine

●Bonus: 17,000 pounds

### 16. Big Brutus

●Bonus: It's 160 feet tall

## BROWN BAG LUNCH

**Topic:** Legal Issues and Open Records

**Date:** Wednesday, January 9

**Time:** Noon to 1 p.m.

**Place:** Room 481, Docking

*All employees are invited to attend.*

## Secretary

Continued from page 2

is to refine the system to maximize performance through use of advanced technologies and institutional cooperation. This includes better traveler information through 5-1-1 systems, incident management to clear accidents and assist stranded motorists, advanced traffic management centers, electronic toll systems and electronic clearance systems for commercial trucking.

I'm proud of those accomplishments and the groundwork they laid for future progress and being President of AASHTO was certainly a capstone to my transportation career. However, I'm just as proud of the people here at KDOT who made my tenure as AASHTO president possible. You are the ones who got projects off the ground and kept the roads maintained. 2001 saw some major accomplishments here in Kansas:

◆ The opening of the East Topeka Interchange - a great example of intergovernmental cooperation as

KDOT, KTA, the city of Topeka, and Shawnee County worked together to turn what had been a troublesome connection into one of the smoothest in the nation.

◆ Work began on the US-169 improvements between Spring Hill and Osawatomie, beginning the end of what had been called the Heartbreak Highway.

◆ The kick-off of our new driver safety education effort, "Kansas Driving: Safe. Not Sorry."

These are just a few examples of the many achievements in the past year that your work has made possible. I want to thank you for those efforts.

As a final note, someone jokingly asked me if I was going to include my favorite recipe for fruitcake in this column. I said no, quoting former "Tonight Show" host Johnny Carson: "There's really only one fruitcake in the world. It just keeps getting passed from one person to another."

May you and yours have a happy, healthy, and prosperous New Year.

## MILESTONES

KDOT salutes its employees celebrating anniversaries in December

### 10 YEARS

Lance Boyer .....	Belleville
Dennis Brecheisen .....	Topeka
Oswald Dwyer .....	Topeka
Ray Flores .....	Topeka
Gerald Griggs .....	Colby
William Stahl .....	Garnett

### 20 YEARS

David Hare .....	Oberlin
Jim Palmberg .....	Topeka
Richard Squires .....	Bucklin

*The following employees celebrated service anniversaries in November.*

### 10 YEARS

Ronald Prochazka .....	Topeka
Robert Stork .....	Topeka
Donald Verge .....	Topeka

*The following employees celebrated service anniversaries earlier this year.*

Lawrence Madrid, 30 years,	Topeka
Leslie Fowler, 10 years,	Topeka
Gelene Savage, 10 years,	Topeka

This information is compiled by each Office, Bureau, Division, and District.

## Promotions/Transfers

### Headquarters

**Roberta Bradbury**, Office Assistant IV, Planning  
**Pamela Essman**, Office Assistant IV, Right of Way  
**Jayne Fellman**, Secretary I, Design  
**Darrell Gwaltney**, Engineering Technician Specialist, Traffic Engineering  
**Craig Rutherford**, Engineering Technician Specialist, Materials and Research

### District Three

**Michael Cooper**, Equipment Operator III, Atwood

### District Five

**Brian Jemison**, Engineering Technician Senior, Wichita

**Kathryn Wickam**, Professional Civil Engineer III, Hutchinson

**The Bureau of Personnel Services supplies information for promotions/transfers to Translines.**

## 7 Keys

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will take care of you.” The point is that management is an 8-5 obligation, but true leadership is a 24-hour a-day responsibility. There are more managers than leaders in most businesses today. Here are a few suggestions to consider in your management development program:

1. Have company executives share their expectations with your managers.

2. Allow your employees to start evaluating their supervisors using a 360-degree evaluation.
3. Hold managers accountable and responsible for retention.
4. Have HR train managers on reward and recognition.
5. Provide the support and tools to help managers do their job.
6. Start measuring turnover and applying the cost to the bottom line.

## Training Opportunities

◆ **New Employee Orientation**, January 3, February 7, and March 7.

◆ **Basic Effective Supervisory Techniques**, March 12-15; April 9-12, Topeka.

All classes, except BEST, are available to non-supervisors with supervisory permission and where space is available. A comprehensive training calendar is on the KDOT Intranet under Personnel, Training.

KDOT  
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