



KDOT Library is expanding services

The KDOT Library is going into 2003 after a year of change and is ready for everyone to utilize all of its new capabilities.

KDOT Electronic Library

Since March 2002, the Research Unit of Materials and Research has been scanning Kansas-published material. Each report produced by KDOT or other Kansas State Agencies that is in the Library collection is being scanned in by using Adobe Capture and placed into the Document Management System as a PDF.

In January 2003, KDOT Employees will be able to use the KDOT Intranet to search the electronic KDOT Library. The Infrastructures Solutions Unit of the Bureau of Computer Services has programmed a new



From back to front, Materials and Research employees Becky Klenklen-Welsh, Eric Rooker, and Catherine Ortiz are working to update the KDOT Library and expand its services.

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Check out
pages 10 and 11
for some unique
Christmas gift
ideas!

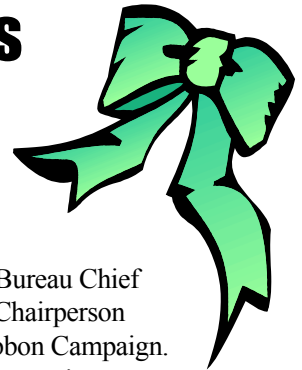
Ribbons remind motorists to not drink and drive

By Kim Stich

Don't drink and drive – it's a basic, yet consistent message that has been at the heart of the Mothers Against Drunk Driving (MADD) Red Ribbon campaign for 17 years. The campaign runs from November 15, 2002, to January 1, 2003.

Even though MADD promotes not drinking and driving all year long, it focuses its efforts during the holidays. "The campaign capitalizes on people's need to protect themselves and their

loved ones," said Rosalie Thornburgh, Traffic Safety Bureau Chief and Honorary Chairperson for the Red Ribbon Campaign. "It's all about increasing awareness about drinking and driving, and very appropriately, for the holiday season."

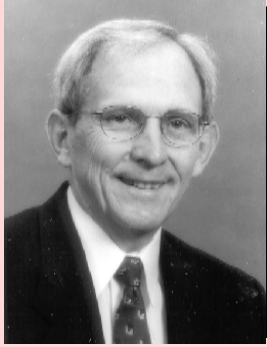


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- ◆ KNOW BEFORE YOU GO DURING WINTER TRAVEL SEASON



From
Where
I Sit

by **E. Dean Carlson**

(Note: Warren Sick, Assistant Secretary of Transportation/ State Transportation Engineer, is “pinch-hitting” (or should that be “pinch-writing?”) for Secretary Carlson this month because the Secretary had a very hectic November schedule. He will be back for the December issue of Translines.)

Changes

Nothing endures but change.

-Heraclitus, Greek Philosopher (540 BC - 480 BC)

If you’ve been with KDOT any length of time, you only need to look around to see the affirmation of Heraclitus’ observation. In my almost 36 years with the agency, the way we do business has changed dramatically. Calculators, computers, and quicker communications have all helped speed these changes along. Those changes have made us a better agency- more streamlined and more able to respond rapidly to

the needs of our customers.

Those changes have also resulted in the need to change our ways of thinking. I can’t recall any improvement that’s come along in the last three decades that someone here didn’t think was the dumbest idea they’d ever heard. And if I had a dollar for every time someone said a suggested change would ruin the agency’s ability to do its job, I’d have retired to a beach villa in the Caribbean years ago!

This is not to say that all changes are godsend. Some don’t work out as well as planned and some don’t work out at all. Even the ones that work and improve our operations have their own challenges. This is true whether we’re talking work or home. As the British author Havelock Ellis put it, “What we call ‘Progress’ is the exchange of one nuisance for another nuisance.”

KDOT is going to see more changes in the months ahead as the state grapples with a tremendous budget crisis. As I write this, the State General Fund budget deficit is estimated to be about \$300 million dollars, and revenues for the next fiscal year are estimated to be more than \$700 million short of what is needed.

What the impact of this will be on KDOT is unclear at this point. What is clear is that we will manage to survive whatever those changes may be. KDOT has weathered tough times before. We have always been committed to maintaining a stable core of qualified workers to avoid wide peaks and valleys of hirings and layoffs. This has allowed us to provide a consistent quality product and has proven

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KANSAS DEPARTMENT OF TRANSPORTATION

Bureau of Transportation Information
Docking State Office Building, 754-S
915 Harrison, Topeka, Ks 66612-1568

Governor: Bill Graves
Secretary of Transportation: E. Dean Carlson
Director of Public Affairs: Nancy Bogina
Chief of Transportation Information: Marty Matthews
Editors: Stan Whitley and Kim Stich



Phone/TTY: (785) 296-3585 FAX: (785) 296-0287

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

Nov. 28-29 - State employees off for Thanksgiving holiday.

Dec. 10 - 11 a.m. KDOT Employees’ Council Meeting, Seventh Floor Conference Room, Docking State Office Building.

Dec. 11 - 2 p.m. - Construction Bid Letting, Wichita Airport Hilton.

Dec. 12 - KDOT Employees Council Christmas reception, Seventh Floor Conference Room, Docking State Office Building.

Dec. 13 - 9 a.m. Highway Advisory Commission meeting, telephone conference call.

Dec. 25 - State employees off for Christmas holiday.

Section improves communications throughout state

The Communications Section in the Bureau of Construction and Maintenance has been working for the past ten years to replace the low-band radio system with an 800 megahertz communication system for KDOT, the Kansas Highway Patrol, and other public safety entities. Communication Section employees were honored with the Example of Excellence award for achieving their goal of implementing this comprehensive communication network.

“The Communications Section displayed professionalism and commitment over the past ten years,” said Steve Woolington, Director of Operations. “The transition from the low band to the 800 megahertz communication system occurred with little or no down time for any particular user.”

Originally, the replacement cycle was to take place more than 14 years. But during the course of the project, the Legislature accelerated the schedule to a ten-year implementation with a completion date of July 1, 2002.

There were many steps to implementing the new system, Woolington said. First, it had to be determined which towers and sites could be reused and where new towers were necessary. Then for the new sites, land had to be purchased with local zoning and FAA approval.

Site improvements were necessary including access roads, utilities, and sometimes a geological or foundation investigation. Then work began to build the tower and communication equipment shelter, put fencing around the



At left, Nancy Bogina, Special Assistant to the Secretary/Director of Public Affairs, and at right, Secretary E. Dean Carlson join the Communications Sections for a picture. The group was recognized for its effort to update the state's communication system.

tower and shelter, and attach the antennae and microwave dishes to the tower. With towers that range from 100 to 400 feet in height, Woolington said, this was no easy task in one of the windiest states in the nation.

The implementation was a team effort, according to Woolington. “Even



though implementation occurred systematically across the state one District at a time, it was necessary for the technicians to frequently work across District boundaries and together as a team,” he said.

For their efforts, Secretary E. Dean Carlson presented a plaque to the group and a certificate to each person at a gathering on November 1 at the Radio Shop in Topeka.

In alphabetical order, those KDOT employees receiving certificates were Ron Anderson, Rusty Bryan, Jason Bryant, Dan Cropp, Dave Fischer, Edwin Geer, Bryan Hardwick, Jim Harrington, Tim Hatch, Marc Mayfield, Craig Morton, Perry Nolan, Mark Rabe, Kevon Russell, Harold Sauvage, Doug Thirkell, Jerry Villines, Bob Virgil, and Ted Vogan.

This group was nominated during the third quarter in the Example of Excellence program. The award is given quarterly with the fourth quarter nominations due to the Bureau of Transportation Information by December 13.

Division Directors, Bureau Chiefs, District Engineers, Area Engineers, and Subarea Supervisors are encouraged to nominate any group, team, or office that goes above the call of duty. Nomination forms can be completed and submitted electronically on KDOT's Intranet. Just go to the Forms Warehouse, Form DOT 1204, Example of Excellence/Employee Recognition Form. Hard copies of the form are also available by calling Transportation Information at (785) 296-3585.

Real solutions need collaboration, cooperation

In these challenging times ordinary people are asked to do extraordinary things, and those extraordinary accomplishments need to happen both individually and collectively. Competition is sometimes thought to be the way to higher productivity and creativity, but competitiveness can get in the way by causing us to see others as opponents. We all need to remember no one wants to be beaten or made a loser any more than we do. Though we're often pushed to be more competitive today, we're finding that real solutions involve more collaboration and cooperation than competition.

Collaboration is working toward the same goal and helping each other feel good. Teamwork helps us see choices and think through the options so we are all satisfied with the good job in the end. Collaboration gives us a chance to accomplish together what we can't do alone.

Humans are clever at making things better. We have produced roses without

thorns, durable road and bridge materials, and efficient automobiles. Yet we seem to give up easily when we meet resistance in changing ourselves. Maybe if we approached self-improvement like scientists by only concentrating on what

Collaboration gives us a chance to accomplish together what we can't do alone.

works, our deficiencies and problems would just fall away. We all have thorns we would like to shed. We would all like to be more efficient, effective, and energetic throughout the day. Yet most of us know exactly what we need to do to make that happen, but we still find ways to avoid making the necessary choices and taking the necessary steps.

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. This fear

keeps us from concentrating on our strengths, our gifts, and our ability to share them. Our creative potential, our goodness, and our strength frighten us, because it forces us to look at changing and involves risk. We are afraid we might fail or look foolish. If we allow all that potential to express, surely everyone will expect a good deal more.

Today we are asked to collaborate in making decisions, dealing with conflict, and finding the extraordinary solutions. With the great collection of minds and talents we have at KDOT today, great things are happening. Our dedication to excellence is making a difference, and our continued success depends on each of us. Individually we are called to let our thorns fall away from neglect, allowing our brilliance and talents to grow as we live lives of greatness. We are looking for someone to show us how it is done, and you are being asked to inspire us all. *-By Carla Mumma, District Three Administrative Officer*

KAPA awards



District Two employee Randy Bryant accepts a second place Director's award for the US-77 project in Marion County.



District Three employee Mel Pelkey accepts the first place Director's award for the I-70 project in Thomas County.



District One employee Ruben Noguera accepts the first place Overlay award for the I-435 project in Johnson County.

A total of 20 projects were nominated by eight hot-mix asphalt paving contractors for the 2002 Kansas Asphalt Paving Association awards program on November 14 in Lawrence. KDOT was honored in three categories with representatives from those offices pictured on this page. Director of Operations Steve Woolington presented the awards.

Promoting safety at the parade



At left, the Independence KDOT office got into the spirit of the local Neewollah (Halloween spelled backwards) Grand Parade with a decorated truck and costumes on October 26. At right, Engineering Technician Robert Miller, Equipment Operator Tony Rodriguez and Equipment Operator Ed Brey, along with District Four Public Involvement Liaison Priscilla Petersen (not pictured), accompanied the truck along the parade route. Marcus Leck, Independence Area Shop Supervisor, and Doug Vogel, District Four Maintenance Superintendent, operated the truck.

Know before you go during winter travel season

Know before you go. It's advice that could save your life during the winter driving season in Kansas.

Winter driving can be dangerous, especially for rusty drivers at the beginning of the season. After a long spring and summer, it's easy to forget how to drive on winter's slick roads and in low visibility. Common sense says to monitor the weather, travel only when necessary, keep your speed down and drive defensively.

First, prepare your vehicle for winter driving. Extreme temperatures can be hard on vehicles. Check the fluids, ensuring that the radiator is winterized, that the gas tank is over half-full, and that there is plenty of windshield washing fluid.

Check belts, hoses and brake systems for excessive wear. Have the exhaust system checked; small leaks can allow carbon monoxide to enter the passenger compartment. Check tire treads for adequate traction, and replace windshield wiper blades if they are ineffective.

Keep a survival kit that includes at

least the following:

- ◆ An ice scraper and shovel
- ◆ Nonperishable food
- ◆ Jumper cables and flashlight
- ◆ A first aid kit
- ◆ Matches and candles or flares
- ◆ A towrope or chain
- ◆ Sand or kitty litter for traction
- ◆ Extra clothing or blankets

Before you travel find out the latest weather-related road conditions by going to the KDOT web site at www.kanroad.org and clicking on "Road Conditions."

Before you travel find out the latest weather-related road conditions by going to the KDOT web site at www.kanroad.org and clicking on "Road Conditions." A statewide map will be displayed showing weather-related information on primary routes in the state. Below the state map you can click on links that will take you to

regional map information. These maps show more routes, including all Kansas, U.S. and Interstate designated routes in the region.

You may also obtain the latest information by calling the toll-free Road Condition Hot Line at 1-800-585-ROAD (7623).

Once you're on the road, be sure to allow extra time for delays and slower traffic speeds. Buckle up and properly secure children in safety seats. Increase the distance between your vehicle and the vehicle ahead of you because inclement weather significantly increases your stopping distance.

Accelerate and brake gently when driving. A light foot on the gas is less likely to make wheels spin on ice and snow. Braking is best accomplished by pumping the pedal, unless your vehicle has an anti-lock braking system (ABS). If it has ABS, it is very important that you understand how to use it. Read the owner's manual and practice using it correctly. Make turns slowly and gradu

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United Way drive collects nearly \$25,000

The United Way of Greater Topeka will have almost \$25,000 to fund needy community programs thanks to the generosity of KDOT employees.

Using food and fun events as the impetus, Topeka area employees donated a total of \$24,847.12 to the 2002 fund raising drive. John Swihart, District One Public Involvement Liaison and Rene Hart, Planner in Transportation Planning, served as KDOT co-chairs for the event.

"I'm pleased with how KDOT employees responded to support this important drive, particularly in light of challenging financial times," said Swihart. "There were many volunteers that donated their time to make our drive successful. They deserve a big pat on the back for their efforts."

The majority of funds for the KDOT drive were raised through payroll deductions and cash contributions with \$20,316.62 collected. Bake sales, food sales, raffles, the Pay to Play event and a motorcycle ride accounted for the remainder of donations. The fund raising events were staged at the Docking Building, Thacher Building and Materials and Research Center.

Employees who donated \$10 were given the opportunity



A chili dog feed and raffle in the Docking Building helped raise \$741 to support the annual United Way campaign.

to have their name placed in a drawing for a free day off work. The five lucky winners drawn by Secretary Carlson were Roy Rissky, Carol Lambrecht-Harvey, Ron Prochazka, Tammy Kerwin and James VanSickel.

The United Way of Greater Topeka helps support more than 100 programs and services through a network of 33 community based agencies. — S.W.



Above, KDOT employees enjoyed a steak feed at the Materials and Research lab to help support the 2002 United Way campaign. At right, former State Transportation Engineer and Assistant Secretary Mike Lackey leads the pack during a motorcycle ride to benefit the United Way.



Aggressive schedule benefits Topeka motorists

By Stan Whitley

Construction workers wanted. Job may involve working up to 14 hours per day, seven days a week, including through the night. Also, be prepared to work during heat and inclement weather to meet aggressive project deadline.

Doesn't sound like your ideal job, but it's one that workers had to handle in order to get the US-75 and N.W. 46th Street interchange open to traffic during first phase work on the \$12.9 million reconstruction project north of Topeka.

Northwest 46th Street was closed on August 1 to build the interchange. It includes an oval roundabout located on N.W. 46th Street connected to the on and off ramps of US-75. Above the roundabout – only the second oval design in the state – will be bridges to carry northbound and southbound US-75 traffic.

Early in the planning process, KDOT designers thought it would be possible to keep 46th Street open across US-75 during the entire construction project. Further review showed that allowing through traffic on 46th Street would create an unsafe situation.

Late last year, KDOT Metro Engineer Jerry Younger met with merchants in the area to discuss the project. KDOT listened as merchants said they would prefer to have N.W. 46th closed entirely for a short period rather than to have it open to restricted traffic for the duration of the project.

KDOT agreed to pursue an aggressive 90-day schedule and completed the first phase of the project on time, but not without a Herculean effort by everyone involved.

"This is a real success story; a feather in our cap," said

Younger. "We made a commitment to the business owners and residents that we would have 46th Street open to through traffic in 90 days and we hit it on the day."

Working long days, weekends, and even 24 hours a day at times, the first phase was completed as promised. Construction of the roundabout was just part of the work accomplished in 90 days. Ramps were constructed for northbound and southbound US-75, four bridge columns were constructed inside the roundabout as the foundation for the US-75 bridges and concrete work was done on 46th Street to connect to the roundabout.

"There was a lot of work going on within a confined area," said Younger. "The prime contractor Hamm Companies did the grading work, A.M. Cohron and Son were working on the bridges and Realm Construction was

handling the paving."

Younger said that 200,000 cubic yards of dirt were excavated fill for the ramps and the US-75 roadway approaches. There were also 48,000 square yards of concrete poured for the ramps and bridge columns.

Meeting the Nov. 1 deadline was even more challenging with rain during the final week, but workers overcame the conditions and met the deadline.

"Completing the first phase in 90 days and opening 46th Street to through traffic took a real partnering effort between KDOT, the contractors, and subcontractors," said Younger. "Everyone is to be commended for going the extra mile to make it all possible."

Weather permitting, bridge work on the project will continue through the winter. The entire project is expected to be completed by late next summer.



Traffic uses the new roundabout at US-75 and N.W. 46th Street in Topeka after 46th being completely closed for 90 days.

Travel

Continued from page 5

ally, especially in heavily traveled areas.

Visibility is very important. You must be able to see out, and other drivers must be able to see your vehicle. Clean frost and snow off all windows, mirrors, and

lights.

If your vehicle loses traction and begins to slide, steer into the swerve, or in the direction you want to go. Anticipate a second skid in the opposite direction as the car straightens out.

Motorists that become stranded in a winter storm should not panic. Stay in

the vehicle, keep fresh air circulating through a downwind window, run the motor sparingly, turn on the dome light and stimulate circulation and stay awake by moving arms and legs. If you have a cellular phone, call a Kansas Highway Patrol dispatcher by dialing *HP (47) or *KTA (582) while on the Kansas Turnpike.

The proverbial past

By Ron Kaufman

When I worked as an animal keeper and educator at the Topeka Zoological Park, one of the most frequent questions I heard was “Is it true that elephants never forget?” Like many such questions, the answer was “Yes, no, and it depends.” That’s the short version of what biologists knew then and now. I also found that reply to be useful in all kinds of situations involving my family. In reality, the question about elephantine memory stems from an ancient proverb that probably had nothing to do with elephants and more to do with camels. According to one of my sources, the Greeks sometimes said, “The camel never forgets an injury.” However, in another historical waltz with words, the ancient proverbians (really old, bearded men who devised clever, often-quoted phrases) probably weren’t even referring to camels or bodily trauma. They were probably referring to other people who they observed as tending to remember “slights and wrongs.” It was only later, perhaps in the last century (yes, the 1900s), that the proverb was altered to include references to elephants. That author, who only thought he was a clever proverbian, specifically noted that “Women and elephants never forget an injury.” I’ll bet he was in trouble when his wife read that in the town newspaper. He probably lost his proverbial you-know-what.

The point of the ancient proverbs (and this story) is not that elephants or camels don’t forget “slights and wrongs,” but that people never forget those things. In fact, people remember many kinds of things about which they have strong feelings. The Army Corps of Engineers was recently reminded of this phenomenon. When the Corps announced that they were seeking comment on a proposal to strengthen the Tuttle Creek Reservoir dam against potential earthquake damage, they received some comments from people who remembered when the reservoir project started more than 50 years ago and have harbored ill-

feelings to this day. According to an article in the November 10, 2002, *Topeka Capital-Journal*, approximately 1,713 landowners were displaced, seven towns were destroyed, and more than 34,000 acres of agricultural land were taken out of production when the reservoir was built. It is easy to see why some people would still remember that experience after all these years. At least one person questioned whether the benefits of Tuttle Creek reservoir outweighed its affects on the land and people.

Highway and bridge projects sometimes stir similar memories in the people we serve. Some of you have probably listened to comments or read letters or e-mails from people who talk about an upcoming or recent project while recalling experiences from an earlier project. We

know from talking with some of these people that ill-

feelings can be passed

from generation to

generation by the

words of older

relatives. All of us

carry some of the

past with us. We

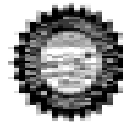
retain what is mean-

ingful to us and set aside the remainder to be used for

memories yet to come. The challenge for those of us with KDOT is to acknowledge the hurt that some people may still feel from past projects, try to maintain the legitimacy of those earlier decisions (if, indeed, they are worthy of being legitimized), and gently guide the discussion into the present and the future. After all, the past cannot be changed. It can only be recognized.

After I had worked with camels and elephants for awhile, I came to realize that they remembered some things quite well. There were other matters they seemed to forget rather quickly. Since they are intelligent creatures, I could only surmise that the things they remembered were important for them to remember. I knew two camels and three elephants as friends and I remember them still (yes, even the odor!). What I can’t say is whether I was important enough to them that they would have remembered me. I hope I was. Unfortunately, not knowing for sure will have to remain the proverbial mystery.

Communication: A Key to Success



Kansas Department
of Transportation

Library

Continued from page 1

front-end search engine for the Library. Employees will be able to sit at their computer and search by Keyword, Title, Author, etc. A list of titles will appear that meets the criteria defined. Next to the titles of the reports will be the Adobe Acrobat Reader symbol. A simple click on the symbol will bring the full-text document to the employee. In a few cases, only the covers and abstract were scanned because of the condition of the original copy.

"I am impressed with the dramatic change that has occurred in the Library and their use of the Document Management System to make the Library readily available to KDOT," said Cindy Wade, Project Manager in Computer Services. "I see the front-end search engine as a practical method for accessing the KDOT library documents."

KDOT Library

In July 2002, the Research Unit of the Bureau of Materials and Research began preparing the Library for the move to the new 4th Floor location in the Headquarters Building. An agency-wide

team made recommendations on what materials should be retained and also what publication categories should be moved to the new location because not all items can be moved due to floor load restrictions. Extra copies have been provided to other libraries or recycled. A new shelving plan has been implemented. The KDOT Library has a good selection of Kansas-produced material, other states' research and miscellaneous reports, associations around the United States that have sent their reports and other material, internationally produced material and an extensive collection of magazines and periodicals.

Future Plans

"With improved access to both physical and electronic documents, we hope that employees will utilize the Library to a greater extent than in the past," said Dick McReynolds, Engineer of Research, Bureau of Materials and Research. "I am so proud of the tremendous progress that has been made in such a short time."

It is hoped that all KDOT employees will utilize the KDOT Library to the greatest extent. They will find research articles from 50 states and international

reports as well. In October 2002, the KDOT Library joined the Midwest Library Consortium. By joining this Consortium, employees will be able to find published reports that are held in 11 State Departments of Transportation Libraries and the Northwestern University Transportation Library that might not be available in the KDOT Library. An inter-library loan agreement with Consortium members will allow greater access to all publications regionally. The Midwest Library Consortium will have an Internet-based search engine of catalog holdings of each of these states. The link for the Consortium will be placed on the new KDOT Library search engine page.

"We are proud to announce these new capabilities and hope that you will "check out" the new and improved KDOT Library soon," said Bill Jacobs, Technology Transfer Engineer, Bureau of Materials and Research.

The KDOT Library is currently housed at the Materials and Research Center at 2300 SW Van Buren in Topeka and can be reached by calling (785) 291-3854 or by e-mail at library@ksdot.org. -
By Becky Klenklen-Welsh, Bureau of Materials and Research

Step Back in Time



The State Highway Commission drafting room was busy with activity in this 1957 picture at Headquarters.



KANSAS! magazine, calendar make great gifts

Enjoy the beauty of Kansas all year long! *KANSAS!* magazine and *KANSAS!* calendars make ideal gifts for friends and family members.

As the official state magazine, *KANSAS!* magazine features award-winning photography and interesting stories highlighting what's unexpected, new, and extraordinary in Kansas. You will receive personal gift cards to sign and send with each subscription to *KANSAS!* magazine. As an added bonus, a full-color *KANSAS!* calendar will be mailed with the Winter 2002 issue of the magazine if you order by December 20.

The Kansas Department of Commerce & Housing's Travel & Tourism Development Division is also offering special pricing on *KANSAS!* calendars sold separately from the magazine.

KANSAS! magazine: 4 issues, \$15/subscription (\$19 for foreign/Canadian subscriptions)

To Order:

1-866-KANSMAG (credit cards)

Or by mail: *KANSAS!* magazine - Kansagram

Kansas Dept. of Commerce & Housing

P.O. Box 146

Topeka, KS 66601-0146

(Make check/money order payable to *KANSAS!* magazine)

KANSAS! calendar: 1-4 calendars, \$9.95 each*

To Order:

(by mail only):

KANSAS! magazine - Kansagram

Kansas Dept. of Commerce & Housing

P.O. Box 146

Topeka, KS 66601-0146

(Make check/money order payable to *KANSAS!* magazine)

Additional calendars:

*5-11 calendars, \$6.00 each

12-24, \$4.00 each

25 or more, \$3.00 each

** A \$2 shipping and handling fee is required for orders of 1-11 calendars. The shipping and handling fee will be waived on orders of 12 or more calendars.

Order your magazines and calendars today and help promote Kansas tourism throughout the new year!

Column

Continued from page 2

beneficial to the taxpayer. I don't anticipate that changing.

The Governor-elect has promised a "top-to-bottom" review of state government. We welcome this because it fits so well with the top three of our core values, which are to be accountable to the people, to continually improve, and to manage our resources wisely. It is also a perfect fit with our vision statement: "the best in everything we do." This is a great opportunity to examine our processes and procedures and see if we can make them better. I encourage you to have an open mind and offer suggestions.

As we face these changes together, please keep in mind these words:

"Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better."

King Whitney Jr.

President, Personnel Laboratory Inc.

Finally, best wishes to all of you and your families for a happy and healthy holiday season!

Welcome new KDOT employees!

Headquarters

Matt Armfield, Right of Way Agent I, Right of Way

Barb Blue, Program Consultant II, Transportation Information

Robert Howard, Engineering Technician, Transportation Planning

Toni Kucan, Engineering Technician, Design

Deborah McCaskill, Management Systems Analyst II, Materials and Research

Norma McCorkle, Administrative Specialist, Fiscal Services

Cynthia Rosebrook, Program Consultant I, Traffic Safety

District Four

David Schuster, Equipment Mechanic, Garnett

Personnel Services supplies information to Translines.

M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in November

10 YEARS

Eda Bocksnick Wamego
 Robert Carrier, Jr. Topeka
 Richard Conley Sharon Springs
 Emmett Tooley Wamego
 Marty Eshelman Pratt
 Christopher Ward Wichita

The following employee celebrated a service anniversary in October:

30 YEARS

Raymond Perez Great Bend

The following employee celebrated a service anniversary in September:

30 YEARS

Joseph Yohon Newton

20 YEARS

Gary Phillips Great Bend

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

Training Opportunities

- ◆ **New Employee Orientation**, December 5, Topeka.
 - ◆ **Smart Tips for Interviewing Success**, December 3, Chanute.
 - ◆ **So You Think You Want to be a Supervisor?** December 4, Chanute.
 - ◆ **Competency Based Interviewing**, December 10, Chanute.
- All classes, except BEST, are available to non-supervisors with supervisory permission and where space is available. *A training calendar is on the Intranet under Personnel, Training.*

What a great gift idea!

These microwavable mugs are clear glass with a gold rim on top and a blue KDOT seal on one side.



To Order:

Headquarters: contact your office Employees' Council representative.

Districts/Retirees: mail completed form (or photocopy of form) and checks to: Darlene Osterhaus, Transportation Planning, 217 SE 4th - Thacher Building, Topeka, KS, 66603.

Make checks payable to KDOT Employees' Council.

Cost: \$5 per mug

Number ordered: _____

Amount enclosed: _____

Name _____

Work Address: _____
 (Retirees: home address) _____ City, State, Zip

Work phone: _____ *For more information, call Darlene Osterhaus at 785-296-7121*

BROWN BAG

LUNCH

Topic: Changes in the AASHTO Green Book

Speaker: Jim Brewer

Date: Wednesday, December 4

Time: Noon to 1 p.m.

Place: 4th floor conference room
All employees are invited to attend

Promotions/Transfers

Headquarters

Russell Penn, Engineering Technician, Materials and Research

District Four

Rose Brown, Geologist I, Chanute

District Five

Jim Templin, Equipment Operator Specialist, Anthony

District Six

Edwin Delinger, Highway Maintenance Supervisor, Garden City

Tim Reid, Highway Maintenance Supervisor, Ness City

Personnel Services supplies information to Translines.

Red ribbons

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MADD distributed more than 700,000 red ribbons last year across Kansas and plans to continue those efforts this year. Ribbons were sent to all KDOT offices with this Translines mailing and are also available in the Transportation Information or Traffic Safety offices.

“Participating in the campaign by displaying a red ribbon is a wonderful and easy opportunity for individual motorists

to state their position on drunk driving – to get involved and show their support,” Thornburgh said. “It’s very recognizable and it helps to remind all of us every day to drive sober.”

KDOT also works to raise alcohol awareness. “I think Kansas has one of the best alcohol enforcement programs in the country,” Thornburgh said.

According to MADD, more than 20,000 drivers are arrested annually for Driving Under the Influence (DUI) in Kansas. Of those, about 10 percent are under the age of 21. Other facts to

remember:

◆ Approximately two in every five Kansans will be involved in an alcohol-related crash sometime in their lives.

◆ One of every three people killed in an alcohol-related crash is not the drinking driver.

◆ Approximately seven people are injured daily in Kansas as a result of an alcohol-related crash.

◆ Impaired driving causes more violent deaths and injuries than any other crime in America.

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