

What is the goal of the EADM change effort?

The goal of the EADM change effort is to increase the health, diversity, resilience, and productivity of our national forests and grasslands by getting more work done on-the-ground by increasing our efficiency and reducing the cost of environmental analysis and decision-making processes. There is recognition inside and outside the agency that our environmental analysis is taking too long and costing too much to fully meet the agency’s obligation of caring for the land through responsible, science-based environmental stewardship and providing benefits and access to the public.



Why is the Forest Service working now to improve EADM? Hasn’t the agency been down this road before?

Currently, the Forest Service is spending more than \$1 million every day on environmental analysis, yet eighty million acres of National Forest System lands are still at severe risk from insect, disease, and wildfire. The agency has examined and learned from the past, and is now at a place where changes to improve environmental analysis and decision making processes and procedures are critical to the mission of sustaining the health and diversity of the forests and grasslands we steward and the viability of communities we serve.



What actions will the Forest Service take to accomplish the EADM change effort?

As part of the environmental analysis and decision making change effort, the Forest Service is examining and eliminating redundant processes, policies, rules, and regulations associated with the agency’s analysis and decision making. The Forest Service is committed to increasing the scale of analysis and the amount of work being accomplished on-the-ground. The Forest Service will continue to follow the law and deliver scientific-based, high-quality environmental analysis that leads to sound land management decisions and honors stewardship responsibilities.



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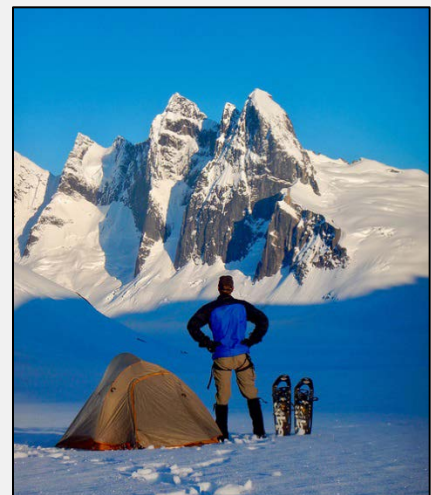
Who's involved in the EADM change effort?

The Chief of the Forest Service and the National Leadership Council are all in, and they're counting on all Forest Service employees to commit their passion and skills and help reduce the costs and time needed to conduct environmental analysis and decision making, while continuing to honor stewardship responsibilities. Employees were recruited from all levels of the agency across the nation, and asked to play key roles in developing and implementing the change effort. Employee groups, referred to as cadres, will advise, inform, and engage at the unit-, regional- and staff-levels. Cadres will also network with each other to help identify successful ideas, innovations, and opportunities that could be adopted nationally.



How can Forest Service employees engage in this effort?

Forest Service employees are being asked to contribute innovative opportunities and commit their knowledge, skills, and experiences to help the agency design and implement environmental analysis and decision making change in ways that benefit our Agency, our employees, and the people and communities we serve. Employees understand that throughout the change effort, the Forest Service will continue to follow the law and deliver scientific-based, high-quality environmental analysis that leads to sound land management decisions and honors stewardship responsibilities



How can partners, stakeholders, and communities be involved in the Forest Service EADM change effort?

The Forest Service is inviting partners, stakeholders, and communities to contribute ideas, experiences, and innovations that can help achieve the change effort. The Forest Service is creating collective learning opportunities among our partners, stakeholders, and communities to tap into their valuable knowledge, expertise, and networks in support of the change effort.



Why do people feel tension and concern when facing change?

Whenever an organization, including the Forest Service, makes bold moves in the system, everyone needs to do it with eyes wide open, a sense of excitement, and a little bit of worry. It's necessary to make sure that the excitement stays focused, and that worries provide a place to ask more questions about the need to shift and change so that everyone continues to learn and realize success.





What does success look like?

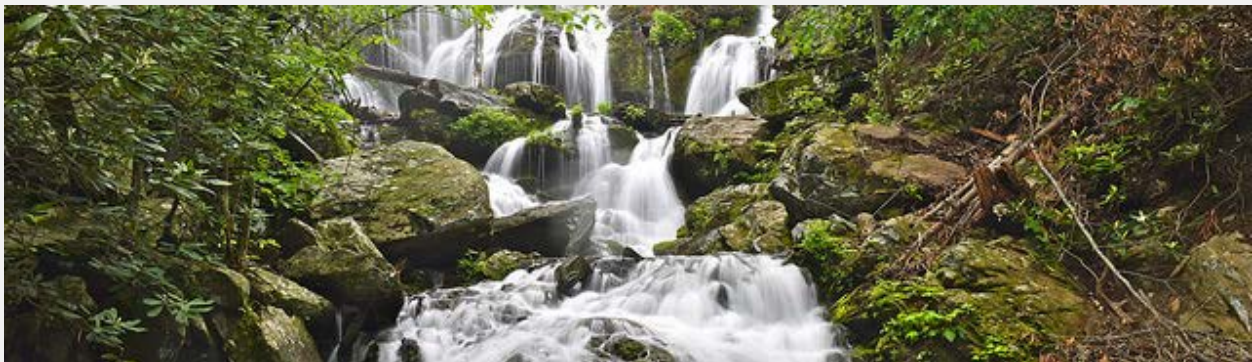
The Forest Service is working to implement a comprehensive, national approach to environmental analysis and decision making by early 2019. Throughout this effort, the agency will work to reduce the time and cost of environmental analysis and decision making by 10 percent in 2018 and another 10 to 20 percent in 2019 and 2020. National Environmental Policy Act regulation reform, establishing task forces to review Endangered Species Act and National Historic Preservation Act consultations, and formation of 14 environmental analysis and decision making cadres from units, regions, and Washington Office staff area are actions that have already been taken to move the Forest Service forward in realizing success.



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