

SUBJECT: Plant Protection and Quarantine's Emergency and Domestic Programs Establishes Teams to Improve Program Delivery

On October 14, 2009, the Animal and Plant Health Inspection Service's (APHIS) Plant Protection and Quarantine (PPQ) program announced that the Emergency and Domestic Programs (EDP) staff will be establishing teams, in lieu of relying on individual program managers to fulfill the EDP's mission. A team approach will:

- Provide our stakeholders with consistent, high quality service and ensure continuity of operations.
- Allow for employee development to improve his/her knowledge, skills, and abilities. Employees with expertise and knowledge across program areas will not only provide essential back-up when leaders are unavailable, but will also complement our commitment to succession planning.
- Strengthen EDP leadership by creating opportunities to share knowledge of PPQ's ever-growing critical emergency and domestic pest issues.
- Improve the workflow process by creating the flexibility needed to adapt to emergency situations and transition programs and managers when necessary.

Each team will consist of a designated EDP Director, National Program Manager, and one or more employees serving as team members. EDP routinely engages personnel from APHIS PPQ's Centers for Plant Health, Science and Technology, Plant Health Programs, Eastern and Western Regions, and State Plant Health Directors, and others to accomplish their mission. EDP will identify team members on its website in the near future.

In addition, we are announcing some changes in National Program Manager assignments. Specifically, Dr. Prakash Hebbar has been selected to be the National Program Manager of the *Phytophthora ramorum* program and Jonathan Jones, while remaining on the *P. ramorum* team will become the National Program Manager of the Potato Cyst Nematode and Golden Nematode programs. Finally, Andrea Simao has been selected as the new National Program Manager of the Light Brown Apple Moth program.

The transition to teams and the new National Program Managers in EDP Headquarters will begin immediately, but we anticipate that it will take a month or two to fully implement this structure. This is a very exciting time for the EDP and we believe that this approach will allow for new and better opportunities for PPQ to do its part in protecting America's farms and natural resources.

Sincerely,

David Kaplan