

Lee Nightingale

I have enjoyed the Forest Service journey since 1981, and all the way to retirement after 35 total years of federal service, working in Region 2, 10, 9, 8 and the Forest Products Laboratory.

I graduated from the University of Kansas with a degree in Political Science (Public Administration) and Personnel Administration.

I began my federal career with the US Geological Survey, working as a field going Hydrologic Technician from 1975 to 1978, on a team that determined flooding areas in the state of Kansas. I then transferred to the USGS Regional Human Resources Office in Denver, CO, primarily working as a Position Classification Specialist. I then worked for the US Office of Personnel Management as a Personnel Management Specialist serving all federal agencies in many states out of Denver as an advisor primarily on hiring issues.



My Forest Service career began on the White River National Forest in Colorado, where I met my beloved husband, William. We were at the front of the dual career trend within the agency. We moved to the Black Hills National Forest in South Dakota, where we lived and I worked on Boxelder Job Corps Center; the Bighorn National Forest in Wyoming; the Tongass National Forest in R10 (reorganized the region and worked as a long term acting district ranger and forest supervisor); the Superior and Chippewa National Forests in Minnesota (including the response to the national disaster); a long term detail as IT Director for Region 9 in Milwaukee (which I enjoyed so much that Bill and I next went to...); the Region 8 Regional Office in Atlanta, where I was the HR Director for approximately 4,000 employees; Forest Products Laboratory in Madison, Wisconsin (as assistant director) and last, the Region 9 Regional Office in Milwaukee as Deputy Regional Forester. While at the National Forest level, I was the Personnel Officer, Administrative Officer, or both.

I was selected for and completed the first Senior Leader Program Class and served as an executive coach for the program for two successive classes. Chief Gail Kimbell selected me to chair the Forest Service Learning Council, which I led for two years. I was one of a few who developed the Middle Leader Program, a highly successful developmental program, for the Forest Service during that time. I also am a Senior Executive Fellow from Harvard University.

It has been my privilege to mentor many high potentials in our great agency over the course of my career and it is an honor to continue to support the mission and hardworking people of the Forest Service through the efforts of this Board. Thank you for this opportunity.