



Animal and Plant
Health Inspection
Service

Jan. 28, 2014

Office of the
Administrator

Dear Stakeholders:

1400 Independence
Avenue SW
Washington, DC
20250

When I wrote to you in early July, I laid out my vision and goals for APHIS in the years ahead. There is much work to be done, and as Administrator, I am fortunate that APHIS has many talented leaders throughout the Agency. To help APHIS achieve these goals, I have asked Dr. Jere Dick and Mike Gregoire, both currently serving as Acting Associate Administrators, to join me permanently in the Administrator's office as APHIS' Associate Administrators. Both Jere and Mike have many years of managerial experience, extensive Agency knowledge and understanding, critical analytical skills, and solid relationships with many APHIS stakeholders. I look forward to working with Jere and Mike in leading APHIS and our more than 7,000 employees.

While there will be many issues on both of their plates, I have asked them each to concentrate on a number of issues right away, and I have given each responsibility for supporting the work of specific APHIS programs.

Jere will focus on leading our Business Process Improvement efforts, supporting the Agency's emergency response community, and ensuring the field perspective is considered when APHIS makes decisions. He will also focus on supporting the work of Veterinary Services (VS), Wildlife Services (WS), and International Services (IS).

Mike will lead the initiative to identify more alternatives to rulemaking for the many critical animal and plant health and animal welfare issues facing U.S. agriculture today and into the future. He will also focus on APHIS policy, budget and administrative issues and the Biotechnology Regulatory Services (BRS) and Plant Protection and Quarantine (PPQ) program areas.

Jere has extensive experience in APHIS, both in the field and at headquarters. He began his APHIS career as a field Veterinary Medical Officer in 1988 and went on to hold a variety of positions in VS, including Eastern Region Director. As Associate Deputy Administrator (ADA), he served as Chief of VS' U.S. Field Operations for 4 years. His work leading VS' response to BSE cases in the U.S. herd, developing an enhanced surveillance program for the disease, and achieving our status as a minimal risk country for BSE from the OIE, earned Jere a prestigious Presidential Rank Award in 2008. More recently, he has been instrumental in ensuring that trade continues along the U.S./Mexican border by keeping animal import facilities open and the APHIS employees working at them safe.

Mike began his APHIS career in 1978 as a budget analyst, and served in progressively responsible roles, including as APHIS' Budget Office, Chief of

Staff, and Chief Information Officer. Mike also served as Deputy Administrator for Policy and Program Development. Since 2008, as Deputy Administrator of BRS, he has provided leadership and direction to ensure the safe development and introduction of genetically engineered organisms, along with overseeing improvements to biotech regulatory process to make it as efficient and consistent as possible, while increasing opportunities for public review and comment. He received a prestigious Presidential Rank Award in 2009 for his work in BRS and for the successful implementation of an agency-wide performance measure that allow all programs to quantify results of APHIS' services.

Please join me in welcoming Jere and Mike to their new roles. As I said in my letter to you in July, I have an open door policy, and I know Jere and Mike do as well. We are interested in hearing your perspectives, and we look forward to continuing to work with you.

Sincerely,

A handwritten signature in cursive script that reads "Kevin Shea".

Kevin Shea
APHIS Administrator