



Conservation Career Symposium

February 7-10, 2013

Albuquerque, NM

Acknowledgments

Thanks to all Staff and Volunteers that made this event possible.

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New Mexico Master Naturalist Program
Albuquerque Bernalillo County Water Utility Authority



Welcome

Welcome to the U.S. Fish and Wildlife Service's Southwest Regional Office. You have gathered here at the SW Regional Office because you are a member of the next generation of nature conservation leaders, who will have a key role in deciding the path our society will take to ensure a healthy and sustainable future for yourselves and your children. Today we face a formidable set of complex conservation challenges. Our climate is changing, interest in the natural world is dwindling among youth, and the natural resources we have relied upon to maintain our society are being depleted at the fastest rate in our history. We live on an increasingly stressed planet and we will need our best and brightest minds to guide us through this century of change.

A new commitment for action is needed to address our wildlife conservation challenges. Fresh, effective solutions to natural resource management problems must be found. This morning we will explore the world of

wildlife conservation. Gone are the days of conservation issues being addressed with narrow training within rigid disciplinary walls. Today a range of interdisciplinary competencies are needed to address these complicated issues, including improved communication and leadership skills.

Throughout your visit you will have the opportunity to interact with leaders and peers who have made solving wildlife conservation challenges their life's calling. The Symposium agenda includes plenary talks, a wide range of employment skills development workshops, time to share your perspectives with career mentors and each other, and to get to know the Fish and Wildlife Service organization and its critical mission.

On behalf of the Fish and Wildlife Service, we applaud your interest in a conservation career, and we hope to spur your spirit of public service and a greater appreciation for our

Nation's conservation legacy. We welcome you today and look forward to working with you for our shared future.

After attending this symposium, students will be able to:

- Describe the conservation mission of the FWS and discuss how the agency is addressing the key environmental challenges facing America
- List many of the natural resource management and biological science careers available in the FWS
- Locate conservation internship and career employment opportunities on the USA Jobs and DOI Youth Portal Websites
- Comprehend basic leadership principles, draft a federal resume, practice interview, networking and job search skills



Thursday

February 7, 2013

8:00am – 5:00pm Students Arrival — Hyatt Hotel

5:30pm – 7:00pm Dinner

All symposium sessions and activities will take place at the Dennis Chavez Federal Building (500 Gold Ave), unless otherwise noted.

7:00pm – 8:00pm

Welcome Ceremony
Dennis Chavez Federal Building (RO): 5th Floor Conference Room

- FWS Introduction — Nate Hawley and Joaquin Baca
- Symposium Team Introduction
- Security to RO
- Explain downtown situation- safety

8:00pm – 8:30pm

Social Gathering — Network with FWS Symposium Staff

- Connecting People with Nature / Journaling Activity
- Ice breaker



Friday

February 8, 2013

7:00am – 8:00am	Breakfast — Hotel
8:30am – 12:00 Noon	<p>FWS Leadership and Program Presentations 5th Floor Conference Room</p> <ul style="list-style-type: none">■ Leadership Address■ Rowan Gould Ph.D., Benjamin Tuggle, Ph.D., Geoffrey Haskett, MPA, Inez Uhl■ FWS Program Awareness Speakers Michelle Shaughnessy, Aaron Archibeque, Dana Roth <p>Displays/Networking Refuges/Fisheries/Science — 4th Floor Conference Room Darrell Kundargi, Angela James, Joseph Lujan</p> <p>Law Enforcement/DCR/WSFR — 5th Floor Conference Room Tom Kavanaugh, Regional Recruiters, Joe Early</p> <p>Ecological Services/Migratory Birds/External Affairs — 8th Floor Conference Room Julie McIntyre, Cyndie Abeyta, Nicole Haskett</p>
12:00pm – 1:00pm	Lunch — Individual
1:00pm – 2:00pm	<p>Resume Review Workshop — 10 Students — 5th Floor Conference Room For other 30 students — Network with FWS employees</p>
2:30pm – 5:15pm	<p>Leadership Workshop for 20 students — 5th Floor Conference Room Concurrent Workshops: Networking — 8th Conference Room Job Search — 4th Conference Room</p>
5:30pm – 6:30pm	Dinner — Group
6:45pm – 9:00 pm	<p>Interviewing Workshop for 20 students — 4th 5th 8th Conference Rooms Outdoor Class NASP — Archery for 20 students — Robinson Park (alternate site, RO Basement Parking weather dependent)</p>

Saturday

February 9, 2013

6:30am – 8:00am	Breakfast — Hotel
8:00am – 9:00am	Resume Review Workshop — 10 students 5th Floor Conference Room For other 30 students — Network with FWS employees
9:15am – 11:30am	Concurrent Workshops: Interviewing Workshop for 20 students — 5th Floor Conference Room Outdoor Class NASP — Archery for 20 students — Robinson Park (alternate site, RO Parking weather dependent)
12:00pm – 1:00pm	Lunch — Individual
1:00pm – 1:15pm	Load Bus (location to be determined)
1:15pm – 4:30pm	Field Trip Beccechi Open Space (MRG presentation, Joaquin Baca) ABQ Drinking water diversion dam (ABQ Rick) Endangered Rio Grande silvery minnow fish passage/monitoring
4:30pm – 4:50pm	Load bus and return to hotel
5:00pm – 6:00pm	Dinner
6:00pm – 7:00pm	Resume Review Workshop— 5th, 4th, 8th Conference Rooms
7:00pm – 9:30pm	Leadership Workshop Concurrent Workshops Networking — 8th Floor Conference Room Job Search — 4th Floor conference Room

Sunday

February 10, 2013

7:00am – 8:00am	Breakfast
8:00am – 9:00am	Resume Review Workshop — 5th, 4th, 8th Conference Rooms
9:15am – 10:15am	Assessment/Evaluation of Symposium — 5th Floor Conference Room
10:30am – 11:15am	Closing Ceremony 5th Floor Conference Room
11:15	Check out of Hotel
12 Noon	Departure — Shuttles to Airport



Workshop Descriptions

Resume Workshop

The overall goal of the resume workshop is for the participants to have clear understanding of how to articulate job-related skills and experiences in alignment to the selection criteria defined by the job announcement.

Objectives: At the conclusion of the workshop the participant will be able to:

- Revise their resume into a format for a federal job using the criteria required by USAJobs.
- Revise their resume to “tailor fit” a specific federal job.

Resources:

Government Resume tips:

https://help.usajobs.gov/index.php/Most_Effective_Resumes#icc

YouTube video that goes over tips in building a federal resume and utilizing USA Jobs: http://www.youtube.com/watch?v=XF7j03wGV6A&list=PL6BF697487F79A52F&index=2&feature=plpp_video

Sample resume formats:

- <http://oamp.od.nih.gov/division/saps/SAS10/Present/SampleFR.pdf>
- <http://www.federalresumewriter.com/services/federal-resume-samples.html>

Interview Workshop

Goal: The goal of this workshop is for all students to feel comfortable, confident, and prepared for any interview and develop skills to sell themselves in the interview stage of the application process.

Objectives: At the conclusion of the workshop the participant will be able to:

- Present yourself in a confident and professional manner during an interview
- Identify steps necessary to prepare for interviews, including conducting thorough background research on a position and/or an agency
- Demonstrate how to sell yourself in the first and last 2 minutes of an interview
- Illustrate how you can tailor and describe your past experiences to the position/ agency for which you are applying
- Explain the Dos and Don'ts of successful interviews as well as clichés to avoid
- Demonstrate how to ‘read the room’ and determine whether your talking-points are hitting home.
- Identify appropriate interview follow-up protocols, including when/how to appropriately deliver a thank you note and how much time to give employers before reaching out
- Describe what happens if your application doesn't work out and how to continue relationships with interviewers that may help you out in the long-run

Resources:

Practice your elevator pitch- within two minutes be able to describe your education, work and volunteer experiences, as well as other life experiences that may be particularly relevant to the position.

Prepare questions on Dos and Don'ts for your interviewers.

Gather background information and consider online guides to interviews, a suggested link can be found at <http://www.udel.edu/CSC/pdfs/InterviewPrep.pdf>

Leadership Workshop

The goal is for participants to engage in a variety of hands-on activities that will teach them about communication, leadership styles and leadership principles. Each of the activities will enable the participants to more effectively apply and interview for federal positions.

Objectives: At the conclusion of the workshop the participant will be able to:

- Describe the tools needed to communicate effectively within a workplace setting.
- Identify the leadership styles that best prepare you to succeed in a work environment
- Explain leadership principles that will enable you to participate effectively in a job interview.

Resource:

Fact sheet about effective communication: http://www.ucdmc.ucdavis.edu/hr/hrdepts/asap/Documents/Communication_Skills.pdf

Speed Networking

The goal of speed networking is to break the ice and create an environment to easily meet new people and talk to potential contacts.

Objectives: At the conclusion of the workshop the participant will be able to:

- Identify at least 5 new career contacts established for the purpose of identifying job possibilities.
- Present a brief verbal summary/elevator speech of their resume to potential interested contacts.

Resources:

Business cards:

http://www.avery.com/avery/en_us/Templates-%26-Software/Templates/Cards/Business-Cards/

To prepare your list of questions and learn more about speed networking, visit:

<http://www.speednetworking.com/316/>

USAJOBS Workshop

The goal of this workshop is to provide the necessary skills to apply for any Federal employment, including Pathways Internships, Recent Graduate Programs positions, and permanent jobs with the U.S. Fish and Wildlife Service online through the USAJOBS website.

Objectives: At the conclusion of the workshop the participant will be able to:

- Finalize their federal resume on USAJOBS and upload all relevant documents in preparation for applying for a federal internship or job online.
- Successfully navigate the USAJOBS site and identify and apply for either a federal internship or a job online.
- Describe the basic steps to the USAJOBS application process and give a demonstration to 2 students at their college.

USAJOBS website:

<https://my.usajobs.gov/Account/Login?returnurl=~/>

http://www.opm.gov/job_seekers/usajobs/Saved_Searches.pdf

http://www.opm.gov/job_seekers/usajobs/Advanced_Search.pdf

<http://www.youtube.com/watch?v=ZQzXYVqBmZg&feature=youtu.be>

<http://www.youtube.com/watch?v=sfzSt5UqisE&feature=relmfu>

<http://www.oneknox.com/pdfs/Guide%20to%20Applying%20on%20USAJOBS.pdf>

<http://www.gsa.gov/portal/content/105310>



Rowan W. Gould

*Deputy Director,
Operations, U.S. Fish
and Wildlife Service*

Rowan Gould has served as Deputy Director of Operations for the U.S. Fish and Wildlife Service since 2008. In this capacity, he oversees the agency's regional directors, ensures agency performance and accountability and consistent application of all Service resource management policies, and is responsible for day-to-day Service operations as the agency implements its field-based conservation mission.

Gould served as the Acting Director of the Service during the transition to the Obama Administration in 2009, and again after the passing of Director Sam Hamilton, beginning in February, 2010 through June, 2011. As Acting Director, Gould worked to promote the agency's mission and priorities throughout the United States and abroad by developing and strengthening partnerships with other Federal agencies and foreign governments, States, Tribes, non-governmental organizations and the private sector.

Gould also represented the Department of the Interior as the senior DOI liaison to the Incident Command responding to the Deepwater Horizon oil spill in Houma, Louisiana in 2010.

Gould's extensive leadership experience also includes terms as Assistant Director for Wildlife and Sport Fish Restoration, Regional Director of the Alaska Region, Deputy Assistant Director for Fisheries in Washington, D.C., and Deputy Regional Director for the Service's Pacific Region.

In 1989, while Gould was Assistant Regional Director for Ecological Services and Fisheries in Alaska, he was responsible for coordinating the Service's activities in response to the Exxon Valdez oil spill and served as the Department of Interior's representative to the inter-governmental oil spill damage assessment management team. After that, he served as the Assistant Regional Director for Refuges and Wildlife in Alaska, where his responsibilities included the oversight of the 77-million-acre National Wildlife Refuge System and the Migratory Bird program.

Gould began his Service career in 1976 as a research microbiologist at the Seattle National Research Center. He has served in numerous research positions including section chief at the National Fisheries Research Center in Seattle, Washington and Director of the National Fisheries Research and Development Laboratory, Wellsboro, Pennsylvania. Gould is a native of Oregon and received his B.A., M.S. and Ph.D. degrees in fish health and fish biology from Oregon State University.



Dr. Benjamin Tuggle

*Southwest Regional
Director*

Dr. Benjamin N. Tuggle is the Regional Director for the U.S. Fish and Wildlife

Service's (Service) Southwest Region. He began his distinguished career with the Service in 1979 at the National Health Research Center in Madison, WI. Since then he has served in key leadership positions throughout the nation, including field experience and time in the agency's Washington, DC headquarters office.

Dr. Tuggle holds a B.S. in Biology from Fort Valley State University, Fort Valley, GA (1975); and advanced degrees in Zoology from The Ohio State University, Columbus, OH (M.S., 1977 and Ph.D., 1982). Dr. Tuggle's academic pursuits and efforts have produced a total of 18 publications in eight refereed scientific journals and three chapters in a U.S. Fish and Wildlife Service Resource Publication.

Numerous environmental issues of national significance fall under Dr. Tuggle's direction. His responsibilities include: endangered species, migratory birds and fisheries and aquatic resources oversight; National Wildlife Refuge administration; water resource development; applied science decisions; wetland and upland habitat protection and mitigation; habitat conservation, restoration and acquisition; endangered species; energy development; National Wetlands Inventory mapping activities; Coastal Barrier Resources Act; conservation efforts on military installations; marine mammal protection; International wildlife conservation; and other related conservation issues that impact fish and wildlife resources.

Since beginning his tenure as the Service's Southwest Regional Director in 2005, Dr. Tuggle has successfully directed some of the nation's most complex and controversial issues in natural resources management. He has effectively overseen conservation issues along the U.S./ Mexico border; created the Wolf-Livestock Interdiction Program for the Mexican gray wolf; and established three new National Wildlife Refuges –including the first urban National Wildlife Refuge in the Southwest. In addition, he has developed and implemented cooperative conservation on public and private lands; worked with wind energy development to promote the Service's conservation mission, and effectively coordinated with the many middle Rio Grande stakeholders to resolve complex water issues.

As Southwest Regional Director, Dr. Tuggle has spear-headed conservation efforts for a variety of controversial species protection initiatives including: the Rio Grande silvery minnow, the Southwest willow flycatcher, the Mexican gray wolf, the dunes sagebrush lizard, the lesser prairie-chicken, and the humpback chub.

Dr. Tuggle works extensively in a collaborative manner with other federal, state and local resource agencies; Native American tribes; the private sector; and non-governmental environmental groups in order to accomplish goals and objectives that promote fish and wildlife conservation. He has maintained this collaborative, productive and

positive interaction within FWS, and with its partners, throughout his career with the Service. His precedent-setting partnership efforts have included protecting potentially listed species through conservation agreements with private landowners and industry; establishing tribal eagle aviaries and non-eagle feather repositories to support Native American religious and cultural activities; and working with private land owners to provide wildlife and water conservation on private lands.



Geoffrey L. Haskett

*Alaska Regional
Director, U.S. Fish and
Wildlife Service*

Geoffrey L. Haskett became the U.S. Fish

and Wildlife Service's Alaska Regional Director in October of 2008. He served in Washington, D.C. as the Chief of the National Wildlife Refuge System, Deputy Regional Director in Albuquerque, New Mexico, Southeast Region's Assistant Regional Director for Refuges and Wildlife and as Geographic Assistant Regional Director in Atlanta, Georgia for that region's southeastern ecosystems, in the Service's Washington, D.C. office as the Chief of the Division of Realty, and as Secretary to the Department of the Interior's Migratory Bird Commission. Mr. Haskett was also employed by the National Park Service in Alaska as a Supervisory Realty Officer and the Bureau of Land Management in the high desert country of Oregon. Mr. Haskett holds a master's degree in public administration, and attended Harvard University's John F. Kennedy School of Government Program for Senior Executive Fellows. He received the Department of Interior's Meritorious Service Award in 2003. As Regional Director in Alaska, Mr. Haskett has served as the President's appointed Commissioner on the United States Polar Bear Commission. He is the Secretary of the Interior's Co-Chair on the International Porcupine Caribou Herd Board, developing management strategies for this wildlife population that the United States shares with Canada. Mr. Haskett also serves as the head of delegation for the Polar Bear Range States meetings, representing our nation in deliberations with Canada, Russia, Greenland, and Norway.



Joaquin Baca

*Environmental
Education
Coordinator, Fisheries
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As an Environmental Education Specialist, Joaquin strives to reach youth around the Southwest Region and beyond. With education programs, much of it hands-on, Joaquin communicates conservation to students who learn about fish biology, hydrology, and the myriad methods by which the U.S. Fish and Wildlife Service provides species and habitat conservation. Joaquin has both Bachelors and

Masters Degrees in the Environmental Sciences. He has worked as a hydro-geologist both in the private sector and California State Watershed Agency. Joaquin spent six years in the US Army, starting out in the Air and Missile Defense Corp and finishing as an Officer in the Infantry.



Reneise Bagsby

*Diversity Recruiter
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Reneise Bagsby is the Diversity Recruiter for the Alaska Region and has been involved in Civil Rights and Diversity for the past decade working for the state and federal government. She has worked specifically for USFWS for 2 years. Her appreciation for wildlife and the great outdoors began as a child growing up in New Orleans spending time on the bayou. Reneise has a Bachelor's degree in Business Management.



Sharon Fuller-Barnes

*Education Specialist
Southeast Regional
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I have worked for the U.S. Fish and Wildlife Service for 13 years now and started my career as an undergraduate student in the Student Career Experience Program (SCEP). Through my "short" but fulfilled career so far I worked at several different national wildlife refuges assisting in biology, environmental education, management and maintenance. Starting my career at Bosque Del Apache NWR in New Mexico, then heading to Florida to work at A.R.M. Loxahatchee NWR and J.N. "Ding" Darling NWR, moving on to Black Bayou Lake National Wildlife Refuge in Louisiana and now stationed in the Southeast Regional Office in Atlanta, Georgia. Currently as an Education Specialist I am the student/youth programs coordinator for Refuges, Southeast Region's E-4 Mentoring Program Manager and an outreach/education liaison for Refuges, External Affairs and Migratory Birds. I obtained a Master's of Science in Human Dimensions of Wildlife Management from Mississippi State University and a Bachelor's of Science in Wildlife Management from Texas Tech University. I am VERY passionate about my career and know that educating the public, especially the younger generation, is an intricate part of wildlife management.

I have been married for two years to my "high school sweetheart" Ryman, and have two future conservation leaders I am raising, Rylan who is three and Rya who is two.



Nate Hawley

*National Conservation
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Career Awareness
Branch
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Nate was born and raised in Oshkosh, Wisconsin. After graduating with a degree in conservation biology Nate served in Suriname, South America as a Peace Corps Volunteer. After 2 years of living in the rainforest Nate was hooked on tropic ecology and studied tropical butterfly ecology in Tobago for his graduate thesis. After graduate school Nate accepted a position on the island of Saipan as a herpetologist for the local government which transitioned into a full time position with the Fish and Wildlife Service. After nine years on Saipan, Nate moved to Washington DC to help launch the Secretary's Youth initiative to engage, educate, and employ young people. In 2011, Nate accepted a position at the National Conservation Training Center where he continues to support youth programming.



Gary Hutchison

*Youth Programs
Coordinator
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Gary was born and raised in North Dakota. He has worked as a college counselor, employment counselor, and vocational rehabilitation counselor in state government. Gary worked as the ASVAB Program Manager for 5 years, taking career information to high school students throughout New Mexico, before joining the Fish and Wildlife Service as youth programs coordinator. Gary works to recruit SCEP/Pathways students, works with and helps coordinate the YCC (Youth conservation Corps) crews at Wildlife Refuges and Fisheries in Region 2, and does outreach to high schools and colleges in the region.



Bill Johnson

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Bill Johnson is the Diversity Employment Specialist for the Division of Diversity and Civil Rights in Region 8. He is responsible for a wide range

of recruitment duties and provides advisory services as well as serving as a technical expert in identifying sources of job applicants and candidates. Bill conducts employment outreach at colleges and universities throughout California, Nevada and the Klamath Basin of Southern Oregon. He has extensive experience in developing targeted recruitment plans, which are designed to attract highly qualified applicants to the U.S. Fish and Wildlife Service. Bill is an outdoor enthusiast who enjoys spending quality time with his wife, family and friends.



Brian Lawler

*Division of Diversity &
Civil Rights
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Brian joined the U.S. Fish & Wildlife Service as the Region 1 Diversity Employment Specialist in September, 2010, after retiring from a 20 year career in the U.S. Navy. He has a deep and broad level of experience in recruiting, government, human resources and leadership, with a mix of roles held while active duty in the U.S. Navy such as Education Service Officer, Pay & Personnel Office Supervisor, Recruiter/Classifier and Career Counselor. During this time, he has worked in many different departments across the globe in a variety of responsibilities in the Human Resource arena including, but not limited to, staffing, compensation, performance management, job classification, recruiting, hiring, benefits, employee relations and employee development. He has received numerous awards for his contributions to the naval service; most notably he was selected as the Commander, Navy Recruiting Commands "Classifier of the Year" for calendar year 2005. His certification in Human Resource Management along with his leadership responsibilities have allowed him to place a special emphasis on organization, human resource practices, large-scale organization and integration of practices, tools and processes that help to improve efficiencies and processes related to human resource activities like recruiting.

Brian has obtained a B.S. in Business Management Degree from University of Phoenix and holds a certification in Human Resource Management from Villanova University. Brian enjoys spending time with his family and getting adjusted to Portland. Outside of professional interests, he is involved with his local parish and school that his son attends, travels widely, reads, and enjoys many outdoor activities along with frequent visits to the Portland Zoo and the Oregon Museum of Science and Industry.



Cecilia M. Lewis

*Fisheries and Aquatic Resource Conservation
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Cecilia received her bachelor of science in Marine Biology from the College of Charleston in Charleston, SC. After graduation, she moved to Washington State to participate in an intensive undergraduate training program in marine sciences. In 2006, Cecilia began graduate school at Michigan State University (MSU) and completed the program with a master of science in Fisheries and Wildlife. At MSU, her curriculum focused on fisheries management while her master's thesis focused on leadership training for natural resource managers and employees. During summer breaks, Cecilia worked as a SCEP (Student Career Experience Program) student at the U.S. Fish and Wildlife Service in Arlington, VA and shortly after graduating from MSU became a full-time employee in the Division of Fisheries and Aquatic Resource Conservation (FARC). Cecilia still works in FARC and performs a variety of duties in the division but her major role is serving as liaison to the Reservoir Fisheries Habitat Partnership, working with division staff on the National Fish Habitat Partnership, and serving as the division's Airborne Hunting Act coordinator.

In addition to her official duties, Cecilia's interests include mentoring students who want to pursue careers in STEM (science, math, engineering and mathematics) fields as well as working to bolster diverse student participation in natural resource fields.



Cade London

*Special Assistant
Assistant Director for Fisheries and Habitat Conservation
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Born in San Francisco and raised in Hawaii, Cade's passion for conservation was kindled at a very early age. From 2000–2005 he volunteered at Hanauma Bay Nature Preserve as a visitor's assistant, which gave him an opportunity to educate visitors to the Bay on the local marine ecology and how to safely enjoy the Bay. In 2007, Cade attended the University of Victoria in Wellington, New Zealand, where he completed his degree in Biological Science. In 2009 Cade began working as a research associate for the Marine Fish Conservation Network, a 501(c)3 organization. In 2011, Cade graduated magna cum laude from Vermont Law and received an academic excellence award in Energy Regulation and the Environment.

Upon completing his Master's degree Cade began working as a volunteer for the Fish and Wildlife Service Directorate's Office during which time he assisted the Assistant Directors with policy analysis, writing regulations and collecting information on projects related to endangered species, external affairs, migratory birds, the National Wildlife Refuge

System, and renewable energy guidelines for wind energy development.

After several months, Cade was converted to a SCEP and in September of 2011, he was converted into a full time employee as Special Assistant to the Assistant Director for Fisheries and Habitat Conservation, where he continues to serve.



Tony Long

*Diversity Employment Specialist, Region 2
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Tony is a Combat Veteran and Retired Army First Sergeant. He has been with the U.S. Fish and Wildlife Service since February 2011.



Vanessa Martinez

*Ecological Services-
Division of Threatened and Endangered Species
Endangered Species Biologist
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Vanessa was born and raised in Albuquerque, New Mexico. She attended the University of New Mexico where she received a Bachelors in Conservation Biology. During the course of study at the university, Vanessa began an internship with the U.S. Fish and Wildlife Service's Regional Office in Albuquerque as a SCEP student in 2007. Upon graduating in 2008, she became a full time, permanent employee working for the Division of Threatened and Endangered Species in Ecological Services as an endangered species biologist. Vanessa hopes to pursue a Masters program soon to further her mission in conservation.



Chelsea McKinney

*National Conservation Training Center
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Chelsea McKinney has worked at the National Conservation Training Center for the past three years. Her focus in the Division of Education Outreach, in the Career Awareness Branch, has been on the Youth in the Great Outdoors Initiative and Connecting People with Nature. Chelsea received her B.S. at the University of Maine in Wildlife Ecology and her M.S. at Minnesota State University in Experiential Education. She has been working with the Service, starting as an intern and seasonal in college, for the past 9 years.



Carolyn McGuire

Carolyn McGuire is the Co-Chair of the 2013 Conservation Careers Symposium. She works as a Contractor

in the Office of Diversity and Inclusive Workforce Management, U.S. Fish and Wildlife Service (Service). Carolyn started her career in April 1962, as a Finance Technician Student Intern in the Branch of Budget and Finance, U. S. Geological Survey, Department of the Interior. She joined the Service on January 14, 1980, as an EEO Specialist where she remained until her retirement on December 31, 2010. Retirement was not an easy decision for her to leave her position of Diversity Program Manager, so she returned to the Service as a Contractor in March of 2012, to resume her passion of working on Student Outreach and Recruitment Programs.



Vincent Meyer

*Diversity Employment Specialist, Mountain Prairie Region,
Lakewood, CO
vincent_meyer@fws.gov*

Vince was born in St Louis, Mo. After graduating from High School he married the former Karen Meyer. Two years later he joined the United States Air Force and served 28 years retiring in 2011 as a Chief Master Sergeant. In 2012 Vince joined the USFWS and became the Diversity Employment Specialist, Mountain Prairie Region, Lakewood, CO. Vince and Karen have 4 children. Vince Jr, Daniel, Andrew, and Katelyn. Vince spent 7 years of his military service career in Alaska where he hopes one day to retire.



Scott Owen

*National Conservation Training Center
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Scott Owen is employed by the U.S. Fish and Wildlife Service working with youth and in environmental education. He leads courses at the National Conservation Training Center in Shepherdstown, WV centered on training Service employees in environmental education. Previously, Scott worked for two years at the Headquarters office in Arlington, VA creating policy and workshops for youth programs. Prior to moving to the Washington, D.C. area, Scott received his master's degree in Marketing and sustainability from the University of Oregon. He also was a substitute teacher at a middle and high school in Portland, Oregon. Previously, he was employed as an Experiential Education Coordinator at the University of Missouri – Columbia, where he led teambuilding courses, rock climbing and backpacking trips for secondary and college students and members of the community. Scott enjoys pursuing outdoor activities including hiking, biking and kayaking in his free time.



Debbie Pike
National Wildlife
Refuge System
Visitors Service
Manager
Debbie_Pike@fws.gov

I began my career with the U.S. Government in 1983 when I joined the U.S. Army. After serving eight years with the military I decided to stay at home and raise my son for the first four years of his life. I then went back to the government for an administrative position with the Department of Defense. I worked in three different agencies in Arizona before deciding that I would rather work for a different governmental department. I applied for an administrative job at Imperial National Wildlife Refuge, Yuma, AZ. I stayed at Imperial NWR for two years and moved to Kofa National Wildlife Refuge for one year, then to the Southwest Arizona National Wildlife Refuge Complex. I remained at the complex for two years then applied for a Park Ranger position at Salt Plains NWR, OK. After nine months in Oklahoma I moved to Las Vegas, NM as a Visitors Services Manager at the Northern New Mexico National Wildlife Complex. I have a daughter and a son and enjoy snowboarding, hiking, and horseback riding.



Linda Shook
AO/HR/Diversity
Change Agent
National Conservation
Training Center
Shepherdstown, WV
Linda_Shook@fws.gov

Ms. Shook's federal career started in the HR field with the Defense Dept in 1971 in Atlanta, GA; transferring to Social Security; and then with the U.S. Forest Service in Orofino, ID. In 1985 she became an Administrative Officer (AO) with the Department of the Interior working at the following Bureaus; NPS, USGS, MMS and in 1992 with the FWS with her greatest interest in the HR field.

Ms. Shook transferred to NCTC when it was first being established working in the Arlington, VA office (1995) and transferring to the new facility as an AO where her major duties were recruiting folks for NCTC traveling to colleges and universities throughout the country. She was also responsible for moving approximately 90 employees during the first ten years of operation, growing from 20 FTEs to the current 154 FTEs.

Ms. Shook was nominated and selected as a participant for the second Diversity Change Agent Class in August 2012 and was later nominated by the Director, NCTC, and selected for the Headquarters Champions in Diversity Award, FWS, FY 2012. Ms. Shook continues to engage a task force that reviews training for all employees at NCTC and uses workforce data to help determine barriers which exist. Her leadership with the task force has led to ensuring that these opportunities reach diversity and be inclusive. She continues to work with her counterparts in the FWS Headquarters Office and other regions advising students and interested parties of the various opportunities available on employment including student hires and volunteering. She is continuously

doing extensive outreach with all vacancies at NCTC within the community and interested parties as well throughout the country.



Jim Siegel,
Biologist
Course Leader
National Conservation
Training Center
Career Awareness
Branch
Jim_Siegel@fws.gov

Jim has worked for the U.S. Fish and Wildlife Service in youth education outreach, wildlife technical training and the refuge program for 11 years. He is originally from Roslyn, NY about 25 miles east of New York City. He has a bachelor's in wildlife science from Cornell University, a master's in wildlife and fisheries sciences from the University of Arizona and a doctorate in ecological anthropology from the University of Georgia. In the Division of Education Outreach, Jim works on training related to recruiting high school and college students into careers with the FWS.

Jim has conducted field studies of forest and aquatic birds in California, Arizona, Texas, Washington and the Peruvian Amazon. His social science fieldwork includes studies of subsistence hunting in Arctic Alaska and the management of wetlands and Pacific salmon on the Yakama Reservation in Central Washington. Twenty years ago, Jim served as a U.S. Peace Corps volunteer in Botswana supervising the development of a trans-frontier park along the South African border. Jim is currently studying the cultural dimensions of wildlife conservation, including the various ways people in the USA and other nations understand, value and utilize their natural environment and its living resources.



Graham Smith, Chief
Office of Diversity and
Civil Rights
Denver, CO
Graham_Smith@fws.gov

Graham Smith is the Chief, Office of Diversity and Civil Rights for the United States Fish and Wildlife Service, Mountain-Prairie Region, Denver, Colorado. He is the primary advisor and consultant to the Regional Director on equal employment opportunity and civil rights. He oversees the Region's pre-complaint counseling program, alternative dispute resolution program and diversity employment program and serves as the technical expert concerning EEO complaints, conflict issues and resolution of systematic problems.

Graham formerly served as the Outreach Strategist/Deputy Executive Director for the Colorado Federal Executive Board (CFEB). As the primary advisor to the CFEB Executive Director and Executive Committee, he was responsible for the management of daily operations, communications, programs, services and events associated with each business line, creating partnerships for intergovernmental communication and collaboration.

Graham is a retired United States Air Force Chief Master Sergeant with 27 years of service to his country. He has held a variety of leadership positions at various levels in the Security Forces, Equal Opportunity, First Sergeant and Academy Military Training career fields. In his last assignment, he was the Superintendent for the Commandant of Cadets at the United States Air Force Academy, Colorado where he was the key advisor to the commanding General for training and personnel matters affecting over 4,400 cadets. During this assignment, he was also the Career Field Manager for the Academy Military Training Non-commissioned Officer career field.

He has deployed in support of Operation Iraqi Freedom. From April to September 2005, he was assigned to the 332nd Air Expeditionary Wing, Joint Base Balad, Iraq, as the 332nd AEW Wing First Sergeant and was recognized as the Air Force First Sergeant of the Year for 2006.

Graham was born in Dundee, Scotland in 1965, graduated from Lynn English High School, Lynn, Massachusetts in 1983 and entered military service in August 1983 in Boston, Massachusetts. He has a Bachelor of Science degree in Social Work graduating Summa Cum Laude and a Masters of Art degree in Human Resources Development. He is married to the former Son Nan Chong of Incheon City, South Korea. They have three children, Dillon, Sean, and Nicole.



Jessica Wahl
Special Assistant to the
Assistant Director for
External Affairs
Arlington, VA
Jessica_Wahl@fws.gov

Jessica Wahl is currently the Special Assistant to the Assistant Director for External Affairs. She works on special communications, outreach and partnership projects for the Directorate. She began her work at the Department of the Interior in the Secretary's Office of External/Intergovernmental Affairs (EIA) in January 2009. During her year and a half with EIA she created the Office of the Secretary Fellowship program and worked as a liaison between the bureaus and DOI stakeholders on Secretarial initiatives, specializing in work with the tourism and outdoor industries. She transitioned to the newly established Office of Youth in the Great Outdoors in June 2010, and spent most of her time working on White House initiatives involving youth employment, education and engagement. Jessica coordinated 21 youth listening sessions across the country and worked on an interagency team to develop the America's Great Outdoors (AGO) Youth Report to the President which was released in February 2011. She then worked at the Department level to implement recommendations from the AGO report and help employ youth in natural resource careers and on DOI lands. Jessica also worked on Michele Obama's Lets Move! initiative, spearheading the Let's Move Outside! and Let's Move! in Indian Country programs. Jessica received her undergraduate degree from Georgetown University in 2008 and her Masters in American Government from Georgetown in 2009, with practicum focus on renewable energy development on public lands. She spends her free time dancing and enjoying the outdoors.



Fish and Wildlife Service Regional Offices

Region 1: Pacific

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Portland, OR 97232-4181
AS, GU, CM, HI, ID, OR, WA

Region 2: Southwest

500 Gold Avenue, SW, Room 8210
Albuquerque, NM 87102
AZ, NM, OK, TX

Region 3: Midwest

Federal Building: 1 Federal Drive
Fort Snelling, MN 55111-4056
IL, IN, IA, MI, MN, MO, OH, WI

Region 4: Southeast

1875 Century Boulevard, NE
Suite 400
Atlanta, GA 30345
AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, PR, VI

Region 5: Northeast

800 Westgate Center Drive
Hadley, MA 01035-9589
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VT, VA, WV

Region 6: Mountain-Prairie

134 Union Boulevard
Lakewood, CO 80228
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Region 7: Alaska

1011 East Tudor Road
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Region 8: California and Nevada

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