

**Rebecca A. Humphries**  
1469 Old Four Notch Road  
Ridge Spring, SC 29129  
616-886-4845 (cell)  
803-637-7605 (office)  
[bhumphries@nwtf.net](mailto:bhumphries@nwtf.net)

Conservation leader with 45 years of experience who uses creativity, leadership and teamwork to design and execute solutions. Tackles tough resource and business challenges by building strong working relationships among professional resource managers, stakeholders, conservation organizations, academia and the private sector. Dynamic public speaker and outdoor enthusiast actively engaged in state, national and international resource issues.

### **EMPLOYMENT EXPERIENCE**

**Chief Executive Officer, National Wild Turkey Federation, April 2017 to present.**

Responsible for directing organizational growth to achieve our mission: Conservation of the Wild Turkey and Preservation of our Hunting Heritage.

**Chief Conservation and Operations Officer, National Wild Turkey Federation, September 2016 to March 2016.** Responsible for national conservation delivery, science and research, public policy and hunter recruitment, retention and reactivation efforts for the National Wild Turkey Federation. Also supervises fund raising and volunteer relations across the country. Works with Federal, State and Private Donors to leverage funding for a robust national delivery of program. Prior to this served as the executive vice president of conservation and chief conservation officer with the NWTF from October 2013 – August 2016.

**Director of Operations, Great Lakes/Atlantic Region, Ducks Unlimited, January 2011 to 2013.** Responsible for Conservation delivery, policy and science/research for the 21 state region. Managed a staff of 45 employees and a budget of \$25 million. Developed partnerships with state and federal agency staff, other NGOs and volunteers. Worked with development and grassroots staff to engage and increase involvement and giving to Ducks Unlimited. Chaired the Farm Bill Work Group and the Recruitment/Retention Work Group.

**Director, Michigan Department of Natural Resources and Environment, January 2010 to 2011.** Cabinet position (combining two previous cabinet positions), appointed by the Governor, responsible for the administration and direction of the Department, with administration of 4.5 million acres of public lands, including a 3.9 million acre working state forest system. Responsible for the oversight of 3,000 permanent employees and an additional 1,000 seasonal employees. Responsible for an operating budget of \$800 million that supports resource, environmental, and historical programs in the State of Michigan. Much of this budget was revenue based from operations of the Department.

**Director, Michigan Department of Natural Resources, June 2004 to 2010.** Cabinet position that reports to a seven member bi-partisan Natural Resources Commission. Responsible for the administration and direction of the Department of Natural Resources, which has nearly 1,500 employees and a \$290 million budget that supports programs for wildlife and fisheries management, state parks and recreation areas, conservation law enforcement, forest management, state lands and minerals, and communications. Achievements include:

- Comprehensive review and consolidation of a 4.5 million acre state owned public land base
- Dual certification of 4 million acre working state forest system for forest recreation, wildlife habitat and fiber supply
- Completion of state's first wildlife action plan
- Reinvigorated communications office, including education and outreach programs fostering recruitment, retention and outdoor recreation
- Managed communication campaigns on emerging, controversial issues such as tribal consent decrees, fisheries and wildlife health, species management, and parks funding.

**Chief, Wildlife Division**, Michigan Department of Natural Resources, 1997 to 2004. Responsible for administration of wildlife programs in Michigan including a budget of \$24 million (state, restricted state, federal and private fund sources) and a staff of 150 full-time employees. Administered statewide programs for game and natural heritage programs, a member of the agency's Statewide Council (supports ecosystem management) and the department-wide senior management team. Worked with the Legislature, other agencies (federal, state and local), conservation partners, academia and the public.

**Acting Resource Management Deputy**, May 1997 to October 1997. Directed and coordinated the work of Forest Management, Wildlife, Fisheries, Parks and Recreation, Law Enforcement, and Real Estate divisions for the Michigan Department of Natural Resources. In addition, served as the acting Field Deputy Director for the northern Lower Peninsula.

**Assistant to the Resource Management Deputy**, March 1996 to April 1997. Provided oversight and coordination for the department-wide programs and operations assisting the Acting Resource Management Deputies. Coordinated Natural Resources Commission actions and follow-ups with the resource management divisions.

**District Biologist, Wildlife Division**, Grand Rapids. November 1986 to September 1990 and April 1991 to February 1996. Responsibilities included supervision of wildlife operations in an eight-county area with seven permanent staff and a dozen seasonal staff.

**Support Section Supervisor, Wildlife Division**. September 1990 to March 1991. Responsibilities included supervision of the Wildlife Division support functions including permits, land acquisition, geographical information systems, policy and procedures, and personnel matters.

**Area Wildlife Biologist, Shiawassee River State Game Area, Wildlife Division**. August 1982 to January 1986.

**Wildlife Habitat Biologist, Wildlife Division**, October to August 1982.

**Resource Specialist, Land and Water Management Division**, 1981.

**Property Specialist, Real Estate Division**, November 1978 to 1981.

**Program Leader, U.S. Fish and Wildlife Service**, Shiawassee National Wildlife Refuge, 1978.

## **NATIONAL/REGIONAL LEADERSHIP**

Board of Directors, Congressional Sportsmen's Foundation, 2022-present

Chair, Policy Council, Theodore Roosevelt Conservation Partnership, 2022-present

Board of Directors, Theodore Roosevelt Conservation Partnership, 2021-present

Board of Directors, Outdoor Recreation Roundtable, 2021-present

Steering Committee, Blue Ribbon Panel on Sustaining America's Fish and Wildlife Resource, September 2014 to 2018.

White House Wildlife and Hunting Heritage Conservation Council, 2013 – 2016.

Chair, Wildlife Health Sub-committee, Boone & Crockett Club, 2011 to present. Professional member of the Boone & Crockett Club.

Executive Committee, Council to Advance Hunting and Shooting Sports, 2010 – present

Vice President, Association of Fish and Wildlife Agencies, September 2010 to 2011.

Chair, Fish and Wildlife Health Committee, Association of Fish and Wildlife Agencies, 2005 to 2011.

Chair, Steering Committee, National Fish and Wildlife Health Initiative, AFWA, 2007-2011 and 2013-present.

Executive Committee, Midwest Association of Fish and Wildlife Association, 2005 to 2011.

Chair, Great Lakes Fishery Trust, 2004 to 2011.

Board of Directors, Detroit River Front Conservancy, 2004 to 2011.

Chair, Mississippi Flyway Council, 2002-2003.

Numerous national speaking engagements including:

- Keynote speaker, Association of Great Lakes Outdoor Writers, 2021
- Testimony to Congress, 2012, 2013, 2015, 2016, 2017
- Keynote speaker, The Wildlife Society Annual Conference, 2016.
- Keynote speaker, Association of Wildlife Veterinarians, 2016
- Keynote Speaker, Association of Fish and Wildlife Agencies, 2016
- Plenary Speaker, North American Wildlife and Natural Resources Conference; March 2005, 2008, 2012 and 2015, 2016
- Keynote speaker, Kansas Natural Resources Annual Conference; January 2015
- USDA Forest Service, Forest Restoration and Sustainability Challenges Charleston, SC; October 2014
- Keynote speaker, National Association of State Foresters Annual Meeting, St. Paul, MN; September 2014
- Featured Speaker, 2013 Ducks Unlimited National Convention
- White House Conference on North American Wildlife Policy, October 2008
- Western Association of Fish and Wildlife Agencies; July 2008
- Environmental Crime Conference; September 2007
- Midwest Fish and Wildlife Conference; December 2005
- Great Lakes Conference; March 2005

## **AWARDS AND ACCOMPLISHMENTS**

- Conservation Hall of Fame, Michigan United Conservation Clubs, 2022
- Conservation Partner of the Year Award, Bass Pro Shops, 2022
- The George "Bird" Grinnell Memorial Award for distinguished service to natural resources conservation, Wildlife Management Institute, 2021
- Helen and William Millikan Award, Michigan Environmental Council, 2011.
- The Seth Gordon Award for dedication and leadership in fish and wildlife management and for contributions to the Association of Fish and Wildlife Agencies, 2011
- Distinguished Alumni, Michigan State University, fall 2007
- Distinguished Alumni, College of Agriculture and Natural Resources, Michigan State University, spring 2007
- Ernest Thompson Seton Award, Association of Fish and Wildlife Agencies, September 2007
- University Honorary Ph.D., Public Service, Central Michigan, 2004
- Biologist of the Year Award, Michigan Involvement Committee, Safari Club International, 2003
- Distinguished Service Award for the Application of Science-Based Solutions to Wildlife Issues, Michigan State University, 2001
- Natural Resources and Environmental Leadership Institute, 1994-1995. This year-long institute paired individuals from the Department of Natural Resources with conservation organizations and the private sector to analyze natural resource issues and develop leadership skills.

## **EDUCATION**

Michigan State University, Bachelor of Science, Wildlife Biology, June 1978.

University of Wisconsin-LaCross, course work towards a Master of Business Administration, 1985/86.

Honorary Ph.D., Central Michigan University 2004.