

## • Most Recent National Park Service (NPS) Position (retired July 2023)

2018 - 2023	Superintendent	GS-15	Big Bend National Park / Rio Grande Wild & Scenic River	TX
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## • Other Senior NPS Positions

2002 - 2018	Superintendent	GS-14	Apostle Islands National Lakeshore	WI
1999 - 2002	Deputy Superintendent	GS-14	Valley Forge National Historical Park	PA
1998 - 1999	Deputy Associate Regional Director, Planning & Resource Stewardship	GS-14	NPS Northeast Region (11 states)	PA

## • Other Experience

2017	Acting Associate Regional Director, NPS Northeast Region (17 week GS-15 temporary promotion)
2014	Acting Superintendent, Everglades & Dry Tortugas National Parks (20 week detail in SES position)
2013 - 2016	Conference Chair/Incident Commander for International Ranger Federation 8 <sup>th</sup> World Ranger Congress (First in the US, the largest to date, greenest, and the most financially viable ever)
2010	Acting Deputy Regional Director, NPS Midwest Region (9 week GS-15 temporary promotion)
2010	Legislative Fellow, US Senate (13 week detail)
2009 - 2010	Founding member, NPS Climate Change Steering Committee / co-chair of Mitigation Subcommittee

## • Significant Accomplishments

2022 - 2023	Led Big Bend through major concessioner transition and development of new prospectus that led to a new contract shortly after I retired that will significantly improve park revenue and sustainability.
2022	Secured \$75m in Great American Outdoors funding for major infrastructure rehab at Big Bend.
2021 - 2022	Resolved long-simmering and controversial issue by reversing inherited decision to build a mountain bike trail; hiking trail constructed in its place. Politics were handled so in the end, controversy evaporated.
2020	Defused long-standing poor relationships with County Sheriff (at Big Bend) by reaching out and finding common ground, and being an honest broker where we disagreed.
2019 - 2023	In partnership with non-profit <a href="#">Big Bend Conservancy</a> , secured over \$900k for sustainable operations, solid waste reduction, and implemented largest solar energy projects in park history; Big Bend was one of 2 national parks selected to partner with Subaru for zero-landfill operations.
2019- 2023	Engaged Big Bend staff and key partners in inclusive process to develop 1 and 5 year strategic and tactical goals, after leadership position had been vacant almost 2 years; updated annually thereafter.
2019 - 2020	Implemented Superintendent's Orders raising expectations for accountability, ethics, civil behavior, safety, and transparency in Big Bend park operations.
2018	Facilitator for NPS Voices tour developing employee engagement strategies for organizational cultural change in response to NPS workplace environment survey.
2017 - 2018	Testified before WI legislature leading to unanimous passage of bill expanding primitive hunting opportunities in Apostle Islands consistent with federal and state law and park wildlife management plan.
2017	Successfully implemented prescribed fire collaboratively with tribes to return "cultural fire" to the park.
2017	Led successful Everglades NP negotiations with largest utility in Florida on sensitive land exchange.
2014 - 2015	Led NPS/community/interagency team through highly successful record-breaking winter ice cave seasons (10x normal visitation) which generated international conventional and social media attention.
2013	NPS leadership approved landmark agreement with 11 Chippewa tribes recognizing off-reservation treaty rights w/in Apostle Islands, a first for the NPS, culminating my 10 years of negotiations.
2012	Completed Accessibility Transition Plan (park received NPS Midwest Region Accessibility Award 2016).
2011	Completed Apostle Islands General Management Plan / Wilderness Management Plan.
2007	Completed Apostle Islands Harvestable Species Management Plan and implemented reduction of white-tailed deer using volunteers and without controversy; updated Plan in 2014 for wolves.
2005	Successfully navigated controversy over snowmobile use and promulgated new <a href="#">regulations</a> which satisfied environmental, snowmobiling, and the local business communities around Apostle Islands.
2004	Congress designated 80% of Apostle Islands National Lakeshore land as federal wilderness after completion of first NPS wilderness study in a generation and strong bipartisan and public support.
2003 - 2023	Civic engagement: facilitated 47+ public meetings as superintendent of Apostle Islands & Big Bend.
2003	Established two non-profit friends/fundraising groups to support Lake Superior national park units.
2001 - 2002	As President of the <a href="#">George Wright Society</a> , led board in development and implementation of new strategic and financial plans.
1998 - 1999	Served as lead staff person on NPS Natural Resource Challenge; developed details of \$100m recurring base increase program, most of which has been implemented successfully and persists today.

1998 - 1999	Built coalition with veterans groups and environmentalists to protect Valley Forge from proposed inholding developments and assure protection of archeological features and historic landscape.
1995 - 1998	Directed staff implementing NPS prototype natural resources Inventory & Monitoring program at Shenandoah.

#### • Significant Honors

\*group awards for park/partner staff

1988 - 2023	35 NPS Special Achievement, STAR, Fast Track, Quality, or Performance Awards
2023	NPS Wilderness Stewardship Award* (for <a href="#">Keep Big Bend Wild</a> Partnership)
2016	NPS Midwest Region Partnership Award (for leading the ice cave community partnership)
2016	NPS Midwest Region Park Accessibility Award*
2014	City of Homestead FL Certificate of Appreciation (for “expert leadership, partnership, and cooperation”)
2014	Association of National Park Rangers Rick Gale President’s Award (for “outstanding service” to ANPR)
2013	NPS Environmental Achievement Award* (for “green innovation”)
2011	Lake Superior Binational Forum Environmental Stewardship Award (for climate change work)
2010	Office of Personnel Management and Department of the Interior Senior Executive Service certification
2008	NPS Midwest Region Superintendent of the Year for Natural Resources
2006	NPS Wilderness Stewardship Award* (for Apostle Islands Wilderness study and designation)

#### • Selected Publications

\*\*co-author

2016	The View from the Apostle Islands: Reflections on 100 Years of the NPS. <i>Wisconsin People &amp; Ideas</i> . <a href="#">62(2):20-29</a> .
2005	New Wildernesses Can Be Created: A Personal History of the Gaylord Nelson Wilderness at Apostle Islands National Lakeshore. <i>George Wright Forum</i> . <a href="#">22(3):35-49</a> .
1991	Conservation Genetics of the Endangered Isle Royale Gray Wolf. <i>Conservation Biology</i> . 5(1):41-51.**
1989	Wolves Approach Extinction on Isle Royale: A Biological and Policy Conundrum. <i>George Wright Forum</i> <a href="#">6(1):10-15</a> .**

#### • Education

2009	Senior Executive Fellows Program		Harvard Kennedy School of Government
1982	Master of Forest Science	Environmental Science	Yale School of Forestry
1979	Bachelor of Science	Environmental Planning	Brown University

References Available Upon Request