

The Southeastern Association of Fish and Wildlife Agencies SEAFWA

TPWD: HR Committee Chair After-Action Report

Date of Event: Oct. 19- 27, 2018

Date of Report: Dec. 17, 2018

This is a recap of the event from the perspective of the Human Resources Committee Chair. This report highlighting the things that went well and the biggest take-away's of the event.

Overview

	The 72nd Annual SEAFWA Conference
	October 19 th through October 27 th , 2018
	an annual conference each fall to provide a forum for presentation of information and exchange of ideas regarding the management and protection of fish and wildlife resources throughout the nation but with emphasis on the southeast. Representatives from state and federal agencies, citizen's organizations, universities, and private wildlife research groups present their latest findings relative to resource management, both through scientific research and actual case histories.

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Website Link: <http://www.seafwa.org/conference/overview/>

Overall Look

Concept: Did the concept and theme of the event work well?

Yes, the conference was well organized and overall very informative.

Areas for Improvement

The following list are actions that could be taken to improve and what could be suggested for next year’s conference.

- Allow the HR Committee to support the MINRIC Team based from the perspective of the HR recruitment and hiring functions that HR professionals are able to provide to interested and career seeking students.
- Encourage all SEAFWA member states to designate an HR representative to participate in periodic conference calls and the annual conference.
- Develop a meeting and venue for Human Resources and Legal Team professionals to discuss employment law, employee relations challenges and share best practices for natural resource agencies.

Schedule of Events: For the HR and MINRC Events- our students and several people from state agencies and USFW participated in the planned events. Participating organizations included:

- Betty J. Bryant, Asst. Personnel Manager, Arkansas Game & Fish Commission
- David Buggs, Chief Diversity & Inclusion Officer, Texas Parks & Wildlife Department
- Rebecca Lane, Director of HR, Virginia Department of Game and Inland Fisheries
- Chris O’Bara, West Virginia Department of Natural Resources
- Terry Whitaker, USFWS, Alaska.
- Kasey Rogers, Talent Sourcing Specialist, Texas Parks & Wildlife
- Sgt. Stan House, Louisiana Department of Wildlife
- Marianne Hudson, State of Alabama Department of Conservation
- Mercedes _____ , Previous MINRIC Student, Current Alabama Department of Conservation Employee
- Officer Bill Freeman, Alabama Department of Conservation
- Maurice Jackson, Arkansas Game and Fish Commission

The career event planned for the MINRC Students was very well attended, providing students the opportunity to practice professional introductions and interactions. It also allowed students an opportunity to ask questions and learn more about their potential

employers.

The reception at the USS Alabama was outstanding and all in attendance had an excellent time meeting great people and enjoying the great seafoods.

The students enjoyed the location and its historical value.

The return of once MINRC Student, Mercedes Bartkovich, now Alabama Dept. of Conservation employee, Mercedes was an incredibly successful presentation. This young woman shared her experiences of working toward a career with Alabama Department of Conservation. Mercedes was able to share her experiences, successes and failures in a way that every student could relate to and understand. She was articulate and offered an entire PowerPoint presentation that illustrated her globe trekking experiences that led her to her current position. This presentation was so critical and truly generated a wave of focused student interest. The question and answer session that followed was impressive.

Participating state agencies were able to develop concise desk aids to guide potential applicants through their state's online application process.

The HR Committee met and elected Co-Chair, Dr. Rosezetta Bobo with Florida. She accepted her nomination via phone. Also, the committee elected Betty Bryant with Arkansas as Secretary for the committee. In attendance were- Betty Bryant, David Buggs, Maurice Jackson, Rebecca Lane, Chris O'Bara, Kasey Rogers and Pamela Wheeler,

Attended the Committee Chair's Meeting with Dr. Curtis Hopkins, David Buggs, TPWD, CDIO, Jennifer Weber, General Counsel for Alabama DCNR; and several others.

Discussed the possibility of working with the MINRC team as a supporting agency division only and not a governing or regulatory body. Also requested the opportunity for HR and Legal teams to meet and discuss and share best practices.

Areas for Improvement

List actions that could be taken to improve and what would you do different next year?

-More HR professionals from each state in attendance.

-Meetings for HR & Legal teams to share best practices.