

**COMMITTEE ON NATURAL RESOURCES**  
**114<sup>th</sup> Congress Disclosure Form**  
**As required by and provided for in House Rule XI, clause 2(g)(5)**

**Legislative hearing on H.R. \_\_\_\_, the “*Returning Resilience to our Overgrown, Fire-prone National Forests Act of 2015*” on June 3, 2015**

**For Individuals:**

Name:  
Address:  
Email Address:  
Phone Number:

\* \* \* \* \*

**For Witnesses Representing Organizations:**

Name: **Rebecca A. Humphries**  
Name of Organization(s) You are Representing at the Hearing: **National Wild Turkey Federation**  
Business Address: [REDACTED]  
Business Email Address: [REDACTED]  
Business Phone Number: [REDACTED]

\* \* \* \* \*

**For Nongovernment Witnesses ONLY:**

1. Please attach/include current curriculum vitae or resume.

**Attached**

2. Please list any federal grants or contracts (including subgrants or subcontracts) related to the subject matter of the hearing that were received in the current year and previous two calendar years by you or the organization(s) you represent at this hearing, including the source and amount of each grant or contract.

**Attached**

3. Please list any contracts or payments originating with a foreign government related to the subject matter of the hearing that were received in the current year and previous two calendar years by you or the organization(s) you represent at this hearing, including the amount and country of origin of each contract or payment.

**N/A**



**Becky Humphries  
Chief Conservation Officer  
National Wild Turkey Federation**

A long-time champion of conservation causes, Becky Humphries joined the National Wild Turkey Federation (NWTF) in October 2013 where she now serves as the Chief Conservation Officer. Under her leadership, conservation staff has identified and mapped focal habitats across the nation requiring immediate attention and worked with our conservation partners to develop and implement habitat plans in areas with the more dire needs. She and her staff have also worked with state chapters to develop and implement *Save the Habitat* management plans.

Prior to joining NWTF, Becky served as the Director of Conservation for Ducks Unlimited, beginning in January 2011.

Before Ducks Unlimited, much of Ms. Humphries' career was spent with the Michigan Department of Natural Resources, which she joined in 1978. She held a variety of hands-on positions—from habitat biologist to area biologist and then to district wildlife supervisor—while moving steadily upward through the agency. She eventually took the reins as the Department of Natural Resources director, a post she held from 2004-2010.

As Chief Conservation Officer for the National Wild Turkey Federation, Ms. Humphries provides oversight for all conservation operations, and hunter recruitment, retention and reactivation programs; including administration, project delivery, planning, research and evaluation.

Ms. Humphries is active in regional and national associations and served as vice president of the Association of Fish and Wildlife Agencies. She holds a B.S. degree in Wildlife Management from Michigan State University, and was awarded an Honorary Doctorate of Public Science by Central Michigan University.

**Rebecca A. Humphries**



Conservation leader with more than 37 years of experience, who uses creativity, leadership and teamwork to design and execute solutions. Tackles tough resource issues by building strong working relationships among professional resource managers, stakeholders, conservation organizations, academia and the private sector. Dynamic outdoor enthusiast actively engaged in state, national and international resource issues.

**EMPLOYMENT EXPERIENCE**

**Chief Conservation Officer, National Wild Turkey Federation**, October 2014 to present. Responsible for national and international conservation delivery, science and research, public policy and hunter recruitment, retention and reactivation efforts for the National Wild Turkey Federation. Works with Federal, State and Private donors to leverage funding for national delivery of program. Prior to this served as the executive vice president of conservation with the NWTF from October 2013 – September 2014.

**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. Manages a staff of 45 employees and a budget of \$25 million. Develops partnerships with state and federal agency staff, other NGOs and volunteers. Works with development and grassroots staff to engage and increase DU involvement and giving. Chairs 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, 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 a budget of \$800 million that supports resource, environmental, and historical programs in the State of Michigan.

**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 3.9-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
- Successful implementation of strategic plan for government shut-down in 2007
- Extensive experience managing a wide range of clientele through various levels of communication
- Various communication campaigns on emerging, controversial issues such as tribal consent decrees, fisheries and wildlife health, and species management

**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, Young Adult Conservation Corp.**, Shiawassee National Wildlife Refuge, 1978.

#### **NATIONAL/REGIONAL LEADERSHIP**

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



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

Chair, Fish and Wildlife Health Committee, Association of Fish and Wildlife Agencies (AFWA), 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, 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
- North American Wildlife and Natural Resources Conference; March 2005, 2008, 2012 and 2015
- Environmental Crime Conference; September 2007
- Midwest Fish and Wildlife Conference; December 2005
- Great Lakes Conference; March 2005

#### **AWARDS AND ACCOMPLISHMENTS**

- 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, 1986.

Honorary Ph.D., Central Michigan University 2004.

### **REFERENCES**

The Honorable Debbie Stabenow

[REDACTED]

Mr. John Tomke

[REDACTED]

Mr. John Frampton

[REDACTED]

## National Wild Turkey Federation

### Federal Funding Disclosure

The National Wild Turkey Federation is a not for profit organization that applies for and receives federal, state, and partner grants that are in turn used to put conservation on the ground. Since January 2013, the National Wild Turkey Federation has received grants or contracts from the Natural Resources Conservation Service, U.S. Forest Service, National Fish and Wildlife Foundation, U.S. Fish and Wildlife Service, Bureau of Land Management, etc. to perform conservation work in approximately 40 states. Following are approximate funding amounts the NWTF has received since January 2013 by agency:

Natural Resources Conservation Service	\$3,516,000
U.S. Fish & Wildlife Service	\$4,216,500
U.S. Forest Service	\$ 651,000
Bureau of Land Management	\$ 862,000