

TWS Council Candidate Biographic Sketch Southeastern Section Representative – 2021

Susan P. Rupp

Education

DEGREE	MAJOR/AREA	INSTITUTION	YEAR(S)
Ph.D.	Wildlife Science	Texas Tech University	2001-2005
M.S.	Wildlife Science	Texas Tech University	1997-2000
Minor	Biological Sciences	Texas Tech University	2001-2005
B.S. (Honors)	Biological Sciences	Colorado State University	1990-1994
B.S. (Honors)	Wildlife Biology	Colorado State University	1990-1994
Minor	Spanish	Colorado State University	1990-1994

Present Position

TITLE: CEO/Lead Consultant
 EMPLOYER: Enviroscapes Ecological Consulting, LLC (Gravette, Arkansas)
 DATES: June 2012 - Present

Former Positions (up to 5)

<u>DATES</u>	<u>TITLE/EMPLOYER</u>
2006 – 2012	Assistant Professor, Department of Wildlife and Fisheries Sciences, South Dakota State University, Brookings, SD
2000 – 2005	Graduate Research Assistant, The Ecology Group, Los Alamos National Laboratory, Los Alamos, NM.
1997 – 2005	Graduate Research Assistant, Department of Range, Wildlife and Fisheries Sciences, Texas Tech University, Lubbock, TX
1996 – 1997	Wildlife Specialist, New Mexico Game and Fish, Santa Fe, NM
1994 - 1995	Wildlife Technician I, Colorado Division of Wildlife, Fort Collins, CO

The Wildlife Society Activities: Member since 1998; AWB® in 2000; CWB® in 2008
 TWS CHAPTER/SECTION/SOCIETY COMMITTEES AND OFFICES HELD (limit 10)

1. **Chair (2020 – present), Board Member At Large (2017 – 2020), and Secretary (2013 – 2015),** TWS Renewable Energy Working Group
2. **Program Committee Chair (2017),** TWS Annual Meeting, Albuquerque, NM
3. **Secretary/Treasurer (2016 – 2018),** Southeastern Section of The Wildlife Society
4. **Chair (2010 – present),** Fellowship of Christian Conservationists
5. **TWS Representative (2014 – 2017),** Association of Fish and Wildlife Agencies “Ag Conservation Committee” and “Science & Research Committee”

6. **Chair (2012)**, Conservation Education Awards Committee
7. **Chair (2010 – 2012)**, TWS Technical Review on “The Effects of Bioenergy Production on Wildlife and Wildlife Habitat” (Published 2012)
8. **Secretary/Treasurer (2010 – 2012)**, South Dakota Chapter of TWS
9. **Chair (2007 – 2012)**, Certification Committee of South Dakota Chapter of TWS
10. **Chair, (2007 – 2012)**, Energy Committee of South Dakota Chapter of TWS

Other Professional Affiliations (up to 7)

- Affiliated Member *and* Vice President of Land and Natural Resource Mgt. (Lee Enterprises Consulting) – the “World’s Premiere Bioeconomy Consulting Group” (2019 – present)
- Member, Rocky Mountain Elk Foundation (2007 – present)
- Certified Member, Northwest Arkansas Master Naturalist Program (2016 – present)
- Member, Arkansas State Technical Committee, USDA Natural Resource Conservation Service (2016 – present)

Leadership Experience (professional and organizations, up to 5):

- CEO, Enviroscapes Ecological Consulting, LLC (2012 – present):
As CEO of my own company, I have had to be proactively engaged in personal leadership development to promote the vision I have for both my company and the larger landscape-scale efforts I am trying to promote across northwest Arkansas, northeast Oklahoma, and southwestern Missouri. Because I do not have any employees of my own at this point, I use my leadership skills to build collaborative teams focused on sustainable bioenergy development using a combination of poultry litter (existing waste) and native grasses to improve water quality and soil health in this region. I am learning to take risks in productive ways by working to create a paradigm shift in how our natural resources and existing waste streams are managed. In order to accomplish this, I have honed several leadership skills including professional competency about my subject matter, composure under pressure, developing a shared vision by building trust with varied stakeholder groups, improved communication (including different styles of communication), accountability, organizational skills, accounting, remaining humble, and being open and honest.
- Nominated Member, U.S. Biomass Research Development Technical Advisory Committee (2016 – 2019):
Nominated by U.S. Secretary of Energy, Rick Perry, and Secretary of Agriculture, Sonny Perdue, to serve 3-year term on the Biomass Research Development Technical Advisory Committee (BRD TAC) as one of two natural resource/conservation experts in the bioeconomy. The TAC was established to evaluate and make recommendations to the Biomass Research Development Board – an interagency collaborative established by the Biomass Research and Development Act of 2000 composed of senior decision makers from federal agencies and the White House, co-chaired by the U.S. Department of Agriculture (USDA) and the U.S. Department of Energy (DOE) - regarding the technical focus, direction, and use of funds authorized through the Biomass Research Development Initiative (BRDI). As one of two environmental experts on the TAC, I brought my leadership skills to the table to convey a unified vision of how we could find mutually beneficial opportunities to develop sustainable bioenergy systems while minimizing impacts on natural resources, including wildlife habitat (or even complementing or improving ecosystem services). This required building trust among colleagues with very different viewpoints, showing competency within my area of expertise, and honing my communication and organizational skills while being open and transparent in the ways I communicated.

- Chair/Secretary/Board-Member-At-Large, TWS Renewable Energy Working Group (2010 – present):
I have been actively engaged in the TWS Renewable Energy Working Group (REWG) since its inception and have held several leadership positions including secretary/treasurer (2013 – 2015), board member-at-large (2017 – 2019), and Chair (2020 – 2022) of the working group. Each of these positions has required slightly different leadership skills. As current Chair, however, I am working with our Executive Board to develop a unified vision for the working group that builds on foundational principles of the group while still allowing flexibility to adjust to future demands. We are reinvigorating the working group by creating new subcommittees to improve communication within and among TWS members and units while also promoting recruitment of new members. We are updating our by-laws to keep them current and holding monthly Board meetings and quarterly membership meetings to encourage open communication at all levels. As Chair, I work diligently to give credit where credit is due, listen to people closely and HEAR their concerns. This helps to build trust, which encourages members to “buy-in” to the overall vision for the group. I’m amazed at our progress in the first 2 months of 2021!!!
- Assistant Professor, South Dakota State Univ. Dept. of Wildlife and Fisheries Mgt. (2006 – 2012):
As the very first female faculty member in the Department of Wildlife and Fisheries Sciences at SDSU, I was naturally placed into a position of leadership leading by example. Not only was I setting an example of how women could be leaders in the wildlife profession for my students and the other stakeholders with whom I was engaged, but I was also setting an example for my male colleagues about how women fit into the work place in a male-dominated profession. I learned how to navigate an environment where women were not naturally invited to participate; I had to find alternative ways to develop professional bonding experiences with my male colleagues who tended to bond with each other on hunting trips and other field experiences. I also found myself mentoring both male and female students. My openness and honesty allowed others to know there was a “safe place” to converse, which then opened the door to my advisees and other colleagues to explore new ideas that otherwise would not be explored.
- TWS Leadership Institute Participant (2007):
Participation in the Leadership Institute (LI) in summer/fall of 2007 provided intensive activities focused on leadership training and mentoring relationships to prepare me for a leadership position in both my workplace and in TWS. Being an LI alum has taught me to take chances, to have self-confidence, to practice the “7 Habits of Highly Effective People” in all I do, and to lead by helping others find their own ways of leading. It was my first introduction to TWS Council and their operations. Because of my involvement in LI, I have stayed actively engaged with members of Council and their activities since 2007 as well as served as a mentor for LI participants and speaker at various functions.

Principal Professional Interests (limit 15 words)

Sustainable bioenergy development, big game ecology, habitat management, native biodiversity, risk assessment, professional development

Views: Limit of 250 words.

Having served at the chapter, section, and parent levels and on committees and working groups within TWS over the past 23 years, I would be honored to serve as Representative of the 13 states and 3 territories comprising the Southeastern Section – a diverse and active region. As we move deeper into the 21st Century, wildlife professionals in the southeast and across the U.S. are facing diversified

pressures including competing land uses, population growth, climate change, disease, anti-management sentiment within various publics, and greater demands on our time as technology rapidly expands. Our young, early career professionals are faced with expanding educational requirements in addition to the traditional field taxonomy and techniques courses essential to being a good biologist. With these increasing demands, we must honor our foundation as leaders in the North American Model of Wildlife Conservation while adapting to changing political, public, and natural climates all while trying to stay up-to-date with the latest advances in science.

To achieve this, I believe diversification (inclusion, diversity, equity, and awareness) of our membership and development of robust mentorship opportunities at all levels is essential. True mentorship involves reciprocity; it is a synergistic relationship between two or more people that results in a mutually beneficial, collaborative structure where information, culture, and knowledge can be exchanged inter-generationally or within peer groups. These diverse synergies will help address the multiplicative demands we have on us as stewards of our wildlife resources by streamlining training, leadership development, and communication across diverse stakeholder groups.