



Mission and Strategic Plan: 2023-2024

VISION: The Central Mountains & Plains Section (CMPS) is a strong and effective voice of wildlife science, conservation, and management for the seven states of Colorado, Kansas, Nebraska, North Dakota, South Dakota, Utah, and Wyoming.

MISSION: To inspire, empower, and enable wildlife professionals in the CMPS region to sustain populations and habitats through science-based management and conservation.

PRINCIPLES:

1. Provide a platform for professional networking and leadership growth among CMPS members
2. Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation
3. Improve CMPS Board operations
4. Establish framework for effective communication between the CMPS Board and membership
5. Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation

Note: In addition to the required annual actions specified in the [CMPS Bylaws](#) (amended and approved in 2017), CMPS will focus on the following as two-year priorities through efforts led by the [CMPS Board, Committees and Liaisons 2022-2023](#). Goals beyond the scope of this plan were documented in the CMPS files.

STRATEGIC GOALS: January - June 2023

1. Provide a platform for professional networking and leadership growth among CMPS members

- Offer a certification workshop
- Offer a federal employment workshop
- Circulate information on applying to TWS Leadership Institute to students.

2. Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation

- Begin to strengthen relationship/engagement with CAN representatives in state chapters
- Participate in Conservation Affairs Network calls
- Disseminate relevant information to state chapters

3. Improve CMPS Board operations

- Create a replicable and robust budget
- Begin reviewing bylaws for revision
- Develop cmeps-tws.org shared space for document sharing and storage, include development of clear process going forward

3. Establish framework for effective communication between the CMPS Board and membership

- Establish liaisons and representatives from each state, with identified duties
- Continue to improve communication platforms, such as newsletter

4. Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation

- Create a Diversity Committee with representatives from state chapters
- Add weblink from CMPS website to TWS DEI network

STRATEGIC GOALS: July - December 2023

1. Provide a platform for professional networking and leadership growth among CMPS members

- Offer a leadership development webinar
- Provide student and early career professionals support for Professional Certification as an Associate Wildlife Biologist through 1-3 scholarships annually
- Promote TWS Certification through advertising on CMPS webpage, social media, and newsletter
- Contact student chapter leadership with information on TWS Certification opportunities and benefits

2. Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation

- Participate in Conservation Affairs Network calls
- Disseminate relevant information to state chapters
- Convene CAN representatives from state chapters for virtual meeting to understand policy priorities, opportunities

3. Improve CMPS Board operations

- CMPS Board review of Bylaws, TWS review, and membership review
- Consider revision of CMPS Board structure to effectively include all seven state chapters
- Create an Operations Manual
- Successfully onboard new CMPS Board members, including ensuring familiarity with Operations Manual
- Incorporate additional CMPS Board communication options (i.e., Google Chat)
- Actively incorporate document sharing/storage via cmps-tws.org

4. Establish framework for effective communication between the CMPS Board and membership

- Continue to involve state liaisons and representatives from each state in CMPS Board meetings
- Continue to improve communication platforms, such as newsletter
- Build networking between State Chapters through a townhall meeting

5. Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation

- Host a Diversity Committee virtual meeting with representatives from state chapters
- Add weblink from CMPS website to TWS DEI network
- Promote information on DEI events in CMPS newsletter

STRATEGIC GOALS: January - June 2024

- 1. Provide a platform for professional networking and leadership growth among CMPS members**
 - Offer a certification workshop
 - Circulate information on applying to TWS Leadership Institute to student chapters
- 2. Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation**
 - Participate in Conservation Affairs Network calls
 - Disseminate relevant information to state chapters
 - Continue to strengthen relationships/engagement with CAN representatives from state chapters
- 3. Improve CMPS Board operations**
 - Revisit annual budget and make adjustments as needed
 - TWS approval of CMPS bylaws revision
 - Consider increasing membership dues to get people more committed
- 4. Establish framework for effective communication between the CMPS Board and membership**
 - Continue to involve state liaisons and representatives from each state in CMPS Board meetings
 - Continue to improve communication platforms, such as newsletter ● Build networking between State Chapters through a virtual townhall meeting
- 5. Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation**
 - Host a Diversity Committee virtual meeting with representatives from state chapters
 - Promote information on DEI events in CMPS newsletter
 - Provide financial /or written support of applications to TWS DEI grant following the CMPS prioritization procedures

STRATEGIC GOALS: July - December 2024

1. Provide a platform for professional networking and leadership growth among CMPS members

- Provide student and early career professionals support for Professional Certification as an Associate Wildlife Biologist through 1-3 scholarships annually
- Promote TWS Certification through advertising on CMPS webpage, social media, and newsletter
- Contact student chapter leadership with information on TWS Certification opportunities and benefits

2. Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation

- Participate in Conservation Affairs Network calls
- Disseminate relevant information to state chapters
- Convene CAN representatives from state chapters for virtual meeting to understand evolving policy priorities/opportunities

3. Improve CMPS Board operations

- Finish bylaws revision process and post final form on webpage
- Ensure effective on-boarding of new Board members

4. Establish framework for effective communication between the CMPS Board and membership

- Continue to involve state liaisons and representatives from each state in CMPS Board meetings
- Continue to improve communication platforms, such as newsletter
- Build networking between State Chapters through a virtual townhall meeting

5. Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation

- Host a Diversity Committee virtual meeting with representatives from state chapters

DECISION MATRIX

The CMPS Board will use the following decision matrix to guide its involvement in issues. Issues ranked “1” will receive highest priority. The Board will defer comment on issues ranked 3, 4, or 5 to interested state chapters.

SECTION INVOLVEMENT DECISION MATRIX

	Issue Addresses >1 Board Priorities	Issue Addresses 1 Board Priorities	Issue Addresses 0 Board Priorities
Issue is section wide in scope	1	2	3
Issue in more than 1 member state but not section wide in scope	2	3	4
Issue in 1 state only	3	4	5