



Application for Appointment to Whatcom County Boards and Commissions

Public Statement

THIS IS A PUBLIC DOCUMENT: As a candidate for a public board or commission, the information provided will be available to the County Council, County Executive, and the public. All board and commission members are expected to be fair, impartial, and respectful of the public, County staff, and each other. Failure to abide by these expectations may result in revocation of appointment and removal from the appointive position.

Title *Field not completed.*

First Name Franklin

Last Name Boteler

Today's Date 4/19/2022

Street Address

████████████████████

City

██████████

Zip

██████

Do you live in & are you registered to vote in Whatcom County? Yes

Do you have a different mailing address? *Field not completed.*

Primary Telephone

██████████

Secondary Telephone *Field not completed.*

Email Address fboteler51@gmail.com

1. Name of Board or Committee **Parks and Recreation Commission**

2. Do you meet the residency, employment, and/or affiliation requirements of the position for which you're applying? Yes

3. Which Council district do you live in? District 3

4. Are you a US citizen? Yes

5. Are you registered to vote in Whatcom County? Yes

6. Have you declared candidacy (as defined by RCW 42.17A.055) for a paid elected office in any jurisdiction within the county?	No
7. Have you ever been a member of this Board/Commission?	No
8. Do you or your spouse have a financial interest in or are you an employee or officer of any business or agency that does business with Whatcom County?	No
You may attach a resume or detailed summary of experience, qualifications, & interest in response to the following questions	Vitae--Frank.doc -attached.
9. Please describe your occupation (or former occupation if retired), qualifications, professional and/or community activities, and education	Deputy Director WA State Parks. Deputy Director Idaho State Parks. Chief of Planning for North Carolina State Parks. Ph.D. Forest Resources/Wildland Management. Active volunteer at Whatcom Humane Society. Prepare meals for homeless as member of Interfaith Coalition. See Vita for details.
10. Please describe why you're interested in serving on this board or commission	I was a career public servant before retiring and I want to continue contributing to my community. I have a strong background in parks management and, although I enjoy my other volunteer work, I hope I can make an important contribution to the Parks Commission due to my background. I am a regular user of Whatcom County Parks (hiking and walking my dog) and would take pride in contributing to such an outstanding county parks system.
References (please include daytime telephone number):	Nate Flowers (360) 733-2080 x3024 (Whatcom Humane Society Volunteer Coordinator--Previous coordinator Carly Brewer knows me better but she recently left). Meng Lo (260) 786-5663 (good friend) Janet Salo (360) 223-5312 (next door neighbor) Mary Solum (360) 961-6522
Signature of applicant:	Franklin E. Boteler
Place Signed / Submitted	Bellingham, WA

CURRICULUM VITA

Franklin E. Boteler

ADDRESS:

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EDUCATION:

Ph.D. 1984 School of Forest Res.
The Pennsylvania State University
University Park, PA
Emphasis: Forest Resource
Management/Wildland Recreation

M.F.R. 1979 School of Forest Res.
The Pennsylvania State University
University Park, PA

B.S. 1973 Department of Psychology
University of Maryland
College Park, MD
Emphasis: Social Psychology

CAREER RELATED EXPERIENCE:

Assistant Director (Senior Executive Service), Institute of Bioenergy, Climate, and Environment; National Institute of Food and Agriculture (NIFA) from April 2010 to June 2014. (Awarded merit raise/bonus for performance each year).

NIFA functions to advance knowledge in agriculture, the environment, human health and well being, and communities through administering approximately \$1.3 billion dollars in competitive and formula funded grants programs. The agency works in partnership with the university community in identifying and supporting priorities for research, education, and extension activities. NIFA's Institute of Bioenergy, Climate, and Environment (IBCE) administers the agency's programs in sustainable energy, adaptation/mitigation to climate variables, and environmental systems. As IBCE's administrative leader, I am responsible for the Agriculture and Food Research Initiative (AFRI) program in Climate Change, the AFRI program in Sustainable Bioenergy, the Biomass Research and Development Initiative, the McIntire-Stennis Cooperative Forestry Program, the Renewable Resources Extension Fund Program, Hatch/Smith Lever Projects which involve natural resources, and the Small Business and Innovation Research Program. The research, education, and extension grants IBCE administers total approximately \$350 million annually. IBCE houses 40 personnel including twenty-two national program leaders active in programs which support sustainable natural resource management and improvement in environmental quality.

Examples of Skills/Work Efforts:

Administration of Scientific Research:

During FY2010 IBCE announced \$50 million in the AFRI Climate Change Program and \$45 million in the AFRI Sustainable Bioenergy Program. IBCE staff I supervise developed the request for applications (RFA's), administered the grants, administered the panel reviews, and made the awards. Over the last year I have approved over 500 grants supporting research, education, and extension activities.

I led staff in developing a collaborative relationship with the National Science Foundation in which \$3million in NIFA funds is being combined with \$20 million in National Science Foundation funds to support the Water Sustainability and Climate Program.

Development of the Institute:

NIFA is a new agency created by the 2008 Farm Bill. I was a member of the team which developed the new agency. I developed the methodology used to guide staff teams in creating the agency and I developed the organizational structure and job descriptions for IBCE staff. Recently, I named IBCE Division Directors and the IBCE Chief Administrative Officer. Currently I am working with IBCE staff in developing the vision and mission for the Institute.

Deputy Administrator (Senior Executive Service), Economic and Community Systems, NIFA from April 2005 to April 2010.

(Awarded merit raises/bonuses each year).

Acting Deputy Administrator of Science and Education Resources Development Unit from July 2008 to April 2010.

Acting Deputy Administrator of Natural Resources and Environment Unit from January through June, 2007.

The NIFA units I was responsible for from 2005 to 2010 included Economic and Community Systems, Science and Education Resources Development, and Natural Resources and Environment—each unit is described below. The units administered competitive funds, formula funds, and earmarks. They are also actively involved with multistate committees of university faculty, program reviews of university programs, and responding to Congressional questions.

The programs and activities of the Economic and Community Systems Unit (ECS) provided national leadership and support for research, extension, and education to increase the prosperity and well being of America's rural communities, families and farms. ECS programs include agricultural marketing, environmental and resource economics, farm financial management, financial security, information technology, public policy, rural community development, small and home based business, small farms, sustainable agriculture, small/beginning farmers/ranchers, sustainable bioenergy, and diversity programs. ECS included 18 staff who administered approximately \$120 million in grants supporting research, education, and extension.

The programs and activities of the Science and Educational Resources Development Unit (SERD) provided support for higher education programs for institutions in the food, agricultural, and natural resource sciences and minority-serving institutions including 1890, 1994, and Hispanic Serving institutions. Funds support research, education, and extension. SERD also administered a broad range of international programs and projects that leveraged the research, education, and cooperative extension expertise of U.S. universities. SERD included 25 staff who administered approximately \$140 million in grants supporting research, education, and extension.

The programs and activities of the Natural Resources and Environment Unit (NRE) addressed a wide range of ecological programs including air quality, invasive species, forest resources (e.g., McIntire-Stennis and RREA), global climate change, rangelands, soils, and water resources. NRE included 22 staff who administered approximately \$120 million in grants supporting research, education, and extension.

Examples of Skills/Work Efforts:

Administration of Scientific Research:

The ECS programs I was responsible for administered approximately 680 active Hatch or Evans-Allen Grants, approximately \$50 million in competitive funds, and forty earmarks supporting scientific research. I led ECS staff in developing materials for the OMB “PART” analysis of unit work. ECS programs recently received the highest score on PART evaluations.

Leadership of Scientific Efforts:

▪I provided leadership to an initiative to identify critical issues, needs, and opportunities in outdoor recreation research and education through collaboration with the USDA Forest Service, academic leaders in universities, and distinguished faculty. I was the lead speaker at an international conference on land use planning that ECS developed in partnership with the National Association of State Universities and Land Grant Colleges (now APLU), the Association for European Life Sciences Universities, and several land-grant universities.

▪Following the results of Hurricane Katrina, it was apparent that research needed to be conducted to identify the factors needed to sustain resilient communities in response to the projected increase in naturally caused critical incidents associated with global climate change. I worked with other scientists in examining the issue, fostered discussions of it among leaders in the land grant university system, assisted in developing a proposal for the President’s FY2008 budget, and recently published a referred journal article on the topic. This work served as a foundation in developing a cooperative program with the National Science Foundation which is funding projects in community resiliency.

Leadership of Educational Efforts:

▪As Acting Deputy Administrator of the agency’s education programs, I made significant progress in identifying and integrating educational priorities within NIFA granting programs. To achieve this, I worked with members (Associated Deans) of the Academic Programs Section of the National Association of Public and Land Grant Universities to develop a whitepaper identifying priority needs for human capital development in agricultural and natural resource sciences. Building on that effort, I conducted a workshop for NIFA staff which combined the principal authors of the whitepaper with authors of a National Academy of Sciences Study on agricultural education and workforce development needs. Currently I am leading SERD staff in continuing discussions with other NIFA staff in order to advance education support by granting programs the agency administers.

▪I served as the elected Chair of the Board for LEAD21—the Land Grant University’s premier training opportunity for new supervisors in academia.

Communication Skills:

In the last three years I have published two scientific articles in refereed journals. In the average year I give over 25 presentations to meetings of university leaders and faculty.

1998-2005: Deputy Director, Washington State Parks and Recreation Commission.

Supervisor with most experience—Cleve Pinnix (360) 943-7836.

Deputy in charge of agency with \$180 million biennial budget and 600 FTE's. Chief internal operating officer for the agency. Had supervisory authority over the Operations Division (including Volunteer Programs), Resources Development Division, Administrative Services Division, Human Resources Program, Stewardship/Interpretation Program, and the Audit Program. Regularly served as acting director in the absence of the director. Regularly represented agency at cabinet meetings, meetings with policy leaders, and with attorney general's office. I also had supervisory authority over the public affairs program and enterprise program for four years.

Served as the agency's "appointing authority" (i.e., final point of resolution for personnel matters). Regularly resolved complex and challenging internal issues. Worked with and advised director on matters involving concerned constituents, media relations, policies under consideration by the park commission, budget requests/reductions, and legislative matters. Regularly worked with staff from the Governor's and the Attorney General's Office on matters concerning operation of the agency.

- Operations Division administers 120 state parks with a visitation of 45 million. Washington State Parks is one of the most popular and diverse park systems in the nation. The division is responsible for facilities operation and maintenance, law enforcement, and interpretive services. Facilities within the parks include 1,000 group campsites, 8,000 campsites, 14,200 picnic sites, 41 swim areas, 11 underwater park areas, 80 water access ramps, 31,400 feet of moorage floats and piers, 1,300 public buildings, 1,000 administrative buildings, 900 miles of trail, 900 miles of public and service roads, 89,800 feet of bridges, 25,000 parking spaces, eight dams, eleven environmental learning centers, one conference center, 13 interpretive centers, one astronomical observatory, heritage sites, numerous historic houses, kitchen and picnic shelters, playing fields, playground equipment, and fishing docks. The Volunteer Program within the division recruits in 250,000 hours of volunteer time annually to assist with operation/maintenance efforts.

- Resources and Development Division includes planning, land acquisition, environmental, and engineering sections with approximate biennial capital budget of \$80 million. The division is responsible for planning, acquisition, development, permitting, and major maintenance of park facilities.

- Administrative Services Division provides biennial budget preparation, financial services, information management, volunteer programs, boating program, and snowmobile/winter recreation program.

- Human Resources Program provides managerial direction and administrative support services in the area of human resources for employees and agency officials. Development, implementation and analysis of policies, procedures and statutes to enhance fairness, equity, conflict resolution, affirmative action, labor relations, employee health and safety, and training.

- Audit Program evaluates internal controls and recommends changes to improve financial accountability, records, systems, and procedures.

- Enterprise Program functions to diversify the parks funding base and enhance the opportunities and merchandize state parks offer.

- Public Affairs Office manages the central public information and media relations activities of the agency. The

office is responsible for the creation and production of quality informational materials, accurate media interaction, and marketing.

Examples of Skills/Work Efforts:

Development and Implementation of Natural Resources Management:

I lead development of a state parks system natural resources management program grounded in the principles of conservation biology. Staff I supervised developed stewardship policies for the system. I spearheaded implementation of GIS capabilities in the agency to support the stewardship work. I initiated a statewide cooperative agreement with The Nature Conservancy to provide volunteer assistance in control of invasive species.

Development and Administration of Agency Work Priorities:

I lead the agency's executive and management staff in implementing the "balanced scorecard format"--a cutting edge work planning process for identifying and administering work priorities to achieve a shared vision. The scorecard process enabled a stronger, more consistent alignment between the commission, executive staff, and middle management.

Resources Division Reorganization:

Functioned as a lead executive staff member in implementing a significant reorganization of the Resources Development Division which plans/builds park facilities and conducts environmental reviews in support of permit applications. Reorganized the 80 staff which was aligned by function (e.g., engineers, planners, environmental reviewers ...) into regionally based cross disciplinary teams. Overcame significant staff resistance by deploying a contemporary method for implementing the reorganization (working with "design" and "change" teams composed of involved staff). Provided significant assistance in recruiting in managers who will function as change champions in order to implement a culture of accountability within the division.

Quality Management Principles/Teamwork Environment:

Developed quality management policies and procedures for the agency. Trained staff in team processes including team chartering, team facilitation, flowcharting processes/process improvement, and breakthrough strategy. The agency has implemented this "charter" team process to resolve many major policy/planning challenges. In response to an all employee survey, pulled together employee/management teams to review/revise the corrective action process, design a hiring process to work more efficiently, enhance internal communication, become more responsive to customer needs, provide an employee orientation program, and provide an expanded training/mentoring program training upwardly mobile staff. The agency's quality teams have received many awards.

Arming Rangers:

Following the Parks Commission's decision to arm all new rangers and enable existing rangers to qualify to arm; functioned as lead executive staff member in working through extended collective bargaining unit negotiations to develop screening/ testing/qualification processes for arming rangers. Functioned as final appeal officer for rangers appealing arming decision. Decided upon approximately 70 arming appeals by reviewing results from in-depth

psychological and polygraph examinations.

Resolving Personnel and Torts Issues:

- Heard employee grievances and participated in mediation sessions on a regular basis. Worked directly with the Human Resources Program Director as a first responder to sexual harassment and hostile workplace complaints. Administered corrective actions (e.g., reprimand, dismissal, suspension, pay reduction, training) on a regular basis. Functioned as the agency's "Loudermill" officer. Functioned as the chief administrator and final point of decision for over 140 adverse personnel actions (i.e., grievances, sexual harassment complaints, hostile workplace complaints, arming appeals, and mediations).
- Principal architect of a reduction in force process which minimized the amount of inefficient and destructive "bumping" of staff in response to a significant budget cut. Informed/trained staff in the process and worked closely with Human Resources Director in implementing it.
- I was the agency's decision making authority on all torts claims over \$3,000.

Enterprise Program:

- Assisted in administration of consultant's evaluation of the agency's enterprise program in order to enhance appropriate customer services while generating greater revenue. Worked with enterprise manager in developing an action plan to implement report recommendations including implementation of systemwide vending machine contract, \$1.5 million of "convenience camping" structures (e.g., cabins, yurts) program, and implementation of entrepreneurial budgeting system which rewards parks for generating increased revenues.

1991 -1998: Deputy Director, Idaho Department of Parks and Recreation.

Awarded Director's award for outstanding employee in 1996.

Supervisor: Yvonne Ferrell (208) 384-5421.

Responsibilities:

Deputy in charge of department with \$26 million budget, 150 full time and 200 part time employees.

Regularly worked with concerned constituents, the Park Board, legislative matters, staff from the Governor's and the Attorney General's Office, and the normal fiscal/legal/personnel concerns associated with administering a state department. The "change agent" within the department.

Operations, development, recreation, and fiscal bureaus reported to my position.

- Operations bureau includes 25 state parks, 47,000 acres, 80 full time employees, \$7 million budget. The bureau is responsible for facilities operation and maintenance, law enforcement, and interpretive services for 3 million annual visitors.
- Development bureau includes planning and engineering sections with approximate annual capital budget of \$3 million. The bureau is responsible for planning acquisition, development, and major maintenance of park facilities.
- Recreation bureau includes grant programs listed below:

Recreation Vehicle Program: \$2.6 million grants program to federal, state, and local government to serve RV needs.

Trails Program: \$1.5 million motorized trails program awarding grants to snowmobile, trail bike, and ATV projects to local, state, and federal government.

Boating Program: \$1.5 million program in waterways facilities development and boating safety.

LWCF/Alternative Funding Program: \$200,000 grant program to local and state government.

- Fiscal Section: Responsible for budgeting, fiscal accounting and control, audit grants, maintain inventory of department chattel property, and data systems for licensing function for 120,000 boaters/snowmobilers/cross country skiers.

Examples of Work Efforts:

Natural Resource Management: Significantly improved natural resource management activities in state parks system by implementing new concepts from conservation biology and ecology. Guided the development of natural resource management plans in five parks. Initiated prescribed burn program, GIS park resources mapping, and other system wide activities targeted at preserving significant natural communities while conserving other park natural resources within their historic range of variability.

Re-inventing Government/Strategic Planning: Guided the department in the development of a strategic plan and partial migration from chain of command decision-making into guided teams. Advocated managerial style which emphasized customer service, accountability, leadership, teamwork, communication, and orientation towards process improvement.

Community Partnerships--Agency Image: Developed a strong partnership which brought the Idaho Shakespeare Festival to be a neighbor to IDPR headquarters on land that was subject to sale. Recruiting in the Festival as a neighbor enabled the agency to welcome a compatible land owner, enhance the public's perception of the agency as a social service agency, and provide needed habitat protection to overwintering bald eagles. The cooperative relationship allowed agency staff to use Festival facilities for interpretive activities for school groups. Since the Festival was not active in winter, bald eagles could overwinter in this section of the river corridor undisturbed.

Information Technologies: Instrumented a reorganization which brought computer operations under the fold of an expanded Communications Program. Guided the implementation of the first headquarters computer local area network, expansion into a wide area network for including the parks, and acceptance of credit cards from park visitors.

Law Enforcement: Initiated departmental review of law enforcement training and response by advocating the appointment of a ranger level team to review the situation and make recommendations in response to specific criteria I developed from working with the ranger force. Resolved long standing inertia within the department. Assisted in implementing significantly enhanced law enforcement training for field staff.

Improved Fiscal Functioning: Responded to funding crisis (\$300,000 projected shortfall) by compiling information, discussing it with park board and field staff, developing proposed actions, and implementing largest across the board fee increase in the department's history on an emergency basis. In response to the situation, took appropriate actions and guided fiscal section to become one

of top performing programs in the department. Recruited in top performing fiscal officer.

Budget Cuts/Holdbacks: Guided department in developing response plans to four holdbacks/budget cuts over a five year period. Plans included transfer of a state park to city administration, cutting park programs, and implementing various “belt-tightening” measures.

Blood Borne Pathogens: Initiated vaccination program in department by developing white paper for background, educating staff, getting special funding from the Governor’s Office, and overseeing development of vaccination and training program.

1987-1991: Chief, Planning & Assessment Section, North Carolina Division of Parks and Recreation. (Awarded outstanding employee in Division award in 1990).
Supervisor: Phil McKnelly. (919) 676-8365

Responsibilities:

Administered four programs (strategic planning, natural heritage, natural and scenic rivers, and Land and Water Conservation Fund) with twelve personnel and an annual appropriated budget of \$450,000.

- Responsible for development of annual budget, work program, training plan, and personnel supervision. Position reported to the agency director.
- Functioned as lead planner, and represented section work products to the Division Directorate, federal and local agencies, legislative committees, reporters, citizen groups, and the general public.
- Individually developed briefings and assessments of special subjects at the Division's and Legislature's request.
- Regularly provided testimony to legislative committees and study commissions. Tracked legislative actions and developed strategies for pursuing Division agendas.
- Regularly conducted public workshops on park general management plans, state parks system plans, and natural and scenic river designation.
- Occasionally functioned as acting director for agency with 180 employees.

Examples of Work Efforts:

System-wide Planning: Developed methodology and lead planning staff in preparing first system wide plan for the North Carolina State Parks System. The 491 page plan evaluated the existing system, identified and analyzed trends which may impact upon the system, identified expansion needs, and developed an action plan for system improvement. Guided the project through significant amounts of public involvement, interviews with reporters, legislative interests/testimony, ongoing

contact with advisory councils and committees, and public hearings. Developed guidelines for comprehensive general management plans for each park and administered teamwork planning effort.

Natural Heritage Conservation: I administered over one million dollars in grants and contracts which had been awarded to support Natural Heritage Program efforts to inventory rare, threatened, and species of concern and unique natural communities. I administered budgets and contracts of 40 contract biologists supported by these funds. Regularly developed grant proposals and contracts, worked with rare species issues, and oversaw development of conservation agreements.

Legislative Work: Tracked developments during legislative session relevant to the Division of Parks and Recreation. Produced daily detailed summary reports and a comprehensive report of relevant actions at the end of the session. Provided staff support to Division in interacting with legislature. Presented numerous briefings and reports to legislative study commissions. Testified before legislative committees on short notice. Drafted bills for the Division.

SCORP/Federal Funding Renewal: Made major improvements in organizing the state comprehensive outdoor recreation plan process by developing a systematic filing system, developing a systematic budgeting system, correcting past budgeting errors, preparing effective planning grant applications, and developing detailed individual staff work plans. Advocated rejuvenated LWCF funding by preparing many briefings for state leaders and drafting correspondence for their signature.

1979-1987: Associate Professor, Division of Forestry, West Virginia University. (Awarded Outstanding teacher award by the Division in 1987).
Contact Personnel Manager, (304) 293-2941.
Supervisor: Jack Coster.

Responsibilities:

- College professor in land grant forestry program. Appointment was 65% research and 35% teaching.
- Taught four courses concerning outdoor recreation management, parks management, wilderness appreciation and computer science.
- Administered applied research projects funded by contracts and cooperative agreements with the National Park Service, the U.S.D.A. Forest Service, the Army Corps of Engineers, and the West Virginia Department of Natural Resources. Supervised graduate students and up to twenty undergraduate students in conducting field research of river recreation users.

Was granted promotion and tenure.

Examples of Research Projects:

- Using LAC to Develop a River Management Plan for the New River Gorge National River--a cooperative agreement awarded by the National Park Service. Developed a process to include public leaders in developing the plan. Led a 50 member citizen task force and worked with NPS staff in developing the plan. The project involved a considerable amount of interaction with the press, representatives from various federal and state government agencies, legislators, citizen group leaders,

and public leaders.

- Carrying Capacity and Safety Regulations for Commercial Whitewater Operations on the Gauley River, West Virginia--a contract awarded by the West Virginia Department of Natural Resources. Developed a project report which recommended safety regulations and carrying capacities for the river. Interviewed whitewater guides, rafting company owners, performed a user survey, and did a computer simulation of river trafficking use. Worked closely with the state DNR and legislative research committee.

- Silvicultural Prescriptions and Visual Resources: People's Preferences for Deferment Cuttings-- cooperative project awarded by the USDA Forest Service. The purpose of this project was to determine if deferment cuttings, a new kind of timber cut, were visually preferable to clear cuttings. For the project the USDA Forest Service performed various kinds of timber cuts at my request and direction in order to collect the needed baseline data.

- Off Road Vehicles in Central Appalachia-- McIntire-Stennis project. Included an on site survey of ORV users, measurement and analysis of soil loss due to ORV caused erosion, and an extensive literature review.

1976-1979: Research and Teaching Assistant, School of Forest Resources, The Pennsylvania State University.

Responsibilities:

- Live-in caretaker for 8,000 acre university forest.

- Assisted teaching in forest recreation, forest policy, forest management, forest mensuration, and forest economics. Assisted in designing two 25 mile backpacking trails later built by the YCC.

1973-1975: Psychological Counselor for Emotionally Disturbed Adolescents. Richmond Fellowship of America. Volunteer/subsistence wage.

Responsibilities:

- Live-in counselor for adolescents with substance abuse or emotional issues in a halfway house. Duties included all phases of live-in counseling including crisis intervention, emergency medical treatment, general counseling, public relations, and court appearances.

- Supervisory support and ongoing training provided by a psychiatrist and psychiatric social worker. Trained in various counseling and group therapy procedures. Dealt with many extremes of emotional behaviors and substance abuse. Was given progressively greater levels of responsibility to point of being assistant director when I left to return to college.

- Received intensive on-going training in group leadership, counseling techniques, self awareness, and crisis intervention.

1967-1975: Worked summers and weekends at a number of part-time jobs in order to support college education. Jobs included tissue culture processor/lab technician, concrete construction crew

foreman, concrete laborer, carpenter's helper, motorcycle assemblyman, hospital orderly, exotic animal attendant, and volunteer work with retarded children. During childhood years worked as a cashier in the family business--a moderate sized grocery store.

Post College Management Training:

Leadership/Management/Supervision/Quality.

- Completed course to identify key priorities of the new administration—Brookings Institution (36 hrs.)
- Enhancing Executive Influence (Persuasion)—Harvard Senior Executive Course. (16 hrs.)
- Forty hours of training in cutting edge scientific developments at the Brookings Institute.
- Completed four week in-residence training on executive leadership at Federal Executive Institute in 2005.
- The Brookings Institution—Managing the Federal Employee Discipline and Performance Process— (16 hrs.)
- WPPR (employee workplan) Development. (8 hrs.)
- Washington State Executive Managers Program. (80 hrs.)
A two week in-residence, senior level training emphasizing developing effective strategies, managing external relations, building better agencies, and exhibiting dynamic leadership.
- Breakthrough Strategy/Team Management. (24 hrs.)
- Leadership in Difficult Times (16 hours).
- Advanced Training in Employee Litigation (16 hours).
- Practices and Liability Concerns in Conducting Public Sector Personnel Investigations (8 hours).
- Implementing the balanced scorecard (36 hrs.)
- North Carolina Supervisory Skills: Introduction to Supervision. (24 hrs.)
- Interactive Management (Intermediate supervision). (24 hrs.)
- Fundamentals of Management (Advanced supervision). (63 hrs.)
- North Carolina Certified Public Managers Program. (60 hrs.)
- Seven habits of highly effective people. (24 hrs.)
- Re-inventing government, coordinating teams. (48 hrs.)
- Group Facilitation methods. (24 hrs.)
- Effective Discipline. (8 hrs.)

Negotiation/Conflict Resolution.

- Negotiating Environmental Disputes--Three day workshop conducted by the Conservation Foundation concerning conflict resolution and alternative dispute resolution techniques. (36 hrs.)
- Alternative Dispute Resolution. (8 hrs.)
- Staff Communications: (8 hrs.)

Working with the Media.

- Eight hour session in conducting short-notice televised press interviews (part of WA State Exec. Managers Program).

- Understanding the media/Marty Linsky Workshop. (5 hours.)
- Advanced Media Relations (8 hours).

Law Enforcement/Visitor Safety

- Fundamentals of Law Enforcement (Constitutional law, state law, search and seizure, liquor law, traffic control, misdemeanor citation, courtroom procedures, defensive tactics, domestic disputes, sobriety tests). (40 hrs.)
- Street survival. (24 hrs.)
- Verbal Judo. (8 hrs.)
- Interrogation techniques. (32 hrs.)
- Ranger safety and defensive tactics. (16 hours.)

Other

- Sexual Harassment--State and Federal Rules and Regulations. (20 hrs.)
- Equal Opportunity Employment--Federal Regulations and Court Cases. (16 hrs.)
- Drug Free Workplace--Recognizing and responding to substance abuse. (4hrs.)
- Implementation of Americans with Disabilities Act. (8 hrs.)
- Interviewing laws and skills. (4 hrs.)
- Diversity in the workplace. (24 hrs.)
- Advanced PowerPoint for Making Presentations. (16 hours.)
- Contracts management. (8 hours.)
- Cyber security. (48 hours)

HOBBIES/INTERESTS: Skiing, mountain climbing, hiking, backpacking, road bicycling, river canoeing, and literature. Active volunteer at Whatcom Human Society. Prepare meals for homeless people as a member of Interfaith coalition. Past Cubscout troop master and Boy Scout assistant scoutmaster. Completed "STP" in 2000, 2001, and 2002-- a one-day 210 mile road bicycle event from Seattle to Portland. Regularly complete 30-50 mile backpack trips, participate in century (100 mile) bicycle events, and climb in Cascades and Alps.

DESCRIPTION OF COURSES TAUGHT AT WEST VIRGINIA UNIVERSITY

Wildland Recreation Management: Introduction to administration and management of wildland recreation resources. Emphasis was placed upon recreation resources in multiple-use, forested settings on state and federal lands. Topics included a description of administrative agencies concerned with wildland recreation, discussion of philosophies dealing with wilderness recreation, recreation resources management, natural resources management, and park management.

Wilderness in American Society: A senior/graduate level seminar which examined sociological, psychological, political, economical, and environmental aspects of American wilderness. A review and analysis of contemporary controversies concerning wildland management. Objectives of the course were to develop a deeper understanding of issues concerning American wildlands and to better integrate recreation into forest management.

Behavioral Science Foundations of Forest Management: An advanced seminar for graduate students interested in behavioral science applications to the management of forest lands outdoor recreationists. Objectives of the course were to provide students with a firm background in applying psychological and sociological principles and theory to understanding and managing public lands.

Introductory Computer Science: Introduction to the CBASIC language and microcomputer use. Students learned the rudiments of introductory computer programming and developed programs applied to recreation and forest management.

PUBLICATIONS

Boteler, Franklin E. 2007. Building Disaster Resilient Families, Communities, and Businesses. Journal of Extension. Volume 45 (6). Can be found at:
<http://www.joe.org/joe/2007december/a1.shtml>

Boteler, Franklin E. 2007. Overview of USDA Conservation Programs. Journal of Environmental Monitoring & Restoration. 3: (1). p. 12-20.

Boteler, Franklin E. 1995. Horizons: A Strategic Plan for the Idaho Department of Parks and Recreation. Department of Parks and Recreation. Boise, Idaho.

NC State Parks Planning and Assessment Section Products

General Management Plan for Kerr Lake State Recreation Area. 1990. 96 pages.

An Assessment of the North Carolina Natural and Scenic Rivers System. 1990. 56 pages.

Classification of the Natural Communities of North Carolina: Third Approximation. 1990. 325 pages.

Natural Heritage Program List of the Rare Animal Species of North Carolina. 1990. 25 pages.

Natural Heritage Program List of the Rare Plant Species of North Carolina. 1990. 56 pages.

Outdoors North Carolina: 1990-1995. North Carolina SCORP. 1990. 360 pages.

Natural Heritage Biennial Protection Plan. 1989. 160 pages.

Economic Contributions of Outdoor Recreation. 1989. 52 pages.

Roan Mountain State Park Feasibility Study. 1988. 84 pages.

Lumber River State River Feasibility Study. 1988. 72 pages.

Systemwide Plan for the North Carolina State Parks System. 1988. 492 pages.

Wetlands Addendum: Outdoors North Carolina. 66 pages.

Academic Publications

Boteler, F.E. 1987. Off-Road Vehicle Use in West Virginia. West Virginia Forestry Notes 142(13): 5-8.

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