



Wednesday, October 26

9:00 AM – 4:00 PM: ANPR Board of Directors Meeting

This meeting is open to the public. There will be a one-hour lunch break from 12:00 PM to 1:00 PM.

6:00 PM – 9:00 PM: Registration Table Open

Come pick up your conference packets, badges, and more! Onsite registration is welcome.

8:00 PM – 12:00 AM: Hospitality Suite

Visit with old friends, make new friends. Come enjoy drinks, light snacks, and some great conversation!

Thursday, October 27

8:00 AM – 10:00 AM: Registration Table Open

Come pick up your conference packets, badges, and more! Onsite registration is welcome.

9:00 AM – 5:00 PM: Field Trips and Service Project

Want to explore NPS sites in and around Santa Fe? If so, choose a field trip from the selection below. Departure/return times vary depending on the trip.

1) *Bandelier National Monument*

One hour from Santa Fe, Bandelier National Monument protects 33,000 acres of rugged, beautiful canyon and mesa country as well as evidence of a human presence on the landscape that goes back over 11,000 years. On this field trip, participants will take a guided tour of the 1.2-mile Main Loop Trail and will see human-carved alcoves and the Big Kiva, Tyuonyi, Talus House, and Long House sites. In the afternoon, participants will hike the 3-mile Falls Trail to see a beautiful waterfall and the impacts from the 2011 floods. Packed lunches will be enjoyed onsite. This trip is limited to 25 people and transportation will be via prearranged carpool. We will be departing the Hotel Santa Fe at 9:00am and returning at approximately 5:00pm. This field trip costs \$15. For more information on Bandelier National Monument, please visit: <https://www.nps.gov/band/index.htm>. **THIS FIELD TRIP IS FULL.**

2) *Manhattan Project National Historical Park*

Join us as we tour one of the newest national park sites in the country! The Manhattan Project was an unprecedented top-secret government program that allowed the United States to win the race to develop and build the first atomic bomb. The Manhattan Project National Historical Park is a partnership between the Department of Energy and the National Park Service. The park tells the story of the people, events, science, and engineering that changed the world forever. On this field trip, we will be touring the Manhattan Project Pajarito Site facilities (where plutonium chemistry research was conducted) and the Tsirege Pueblo cultural site. We will also be taking a walking tour of the Los Alamos Manhattan Project town site. This field trip provides access to some sites that are currently

closed to the general public. We will be departing the Hotel Santa Fe at 8:00am and returning at approximately 5:00pm. This field trip is free and transportation will be via bus. You must be a U.S. citizen to join us on this field trip. For more information, click [here](#). **THIS FIELD TRIP IS FULL.**

3) Pecos National Historical Park

Only thirty minutes from downtown Santa Fe, Pecos National Historical Park includes both the Pecos Pueblo (a National Historic Landmark) and the Glorieta Pass Battlefield, site of the American Civil War Battle of Glorieta Pass. On this field trip, participants will enjoy a 1-mile tour of the Pueblo in the morning and a guided tour of the 2-mile battlefield trail in the afternoon. Packed lunches will be enjoyed onsite. This trip is limited to 25 people and transportation will be via carpool. We will be departing the Hotel Santa Fe at 9:30am and returning at approximately 3:30pm. This field trip costs \$15. For more information on Pecos National Historical Park, please visit:

<https://www.nps.gov/peco/index.htm>. **THIS FIELD TRIP IS FULL.**

4) Service Project at the NPS Old Santa Fe Trail Building

ANPR has organized a volunteer project at the National Park Service's Old Santa Fe Trail Building, located on Museum Hill in Santa Fe (https://www.nps.gov/cultural_landscapes/stories-SantaFe.html). Please join us in contributing to the care of this historic gem, built by the CCC in the 1930s, on Thursday, October 27 from 1pm-4pm. We will have a brief presentation on the history of the building and its continued place in the daily operations of NPS, then get down to work sweeping & dusting the portals, removing leaves, cleaning the pond, and - weather dependent - assisting with stucco repair. All ages welcome and no tools required; personal work gloves recommended. For more information on the building see:

http://www.historyofsantafe.org/articles/NPS_Building_article_DLawrence.pdf

5:00 PM – 6:00 PM: Registration Table Open

Come pick up your conference packets, badges, and more! Onsite registration is welcome

6:00 PM – 7:30 PM: Dine-Arounds in Santa Fe

Join other conference participants for a casual dinner at a restaurant in Santa Fe. ANPR has made reservations for ten people at fifteen different locations. Sign up sheets will be available at the registration table. Don't miss this opportunity to experience some of the best food in Santa Fe with your ANPR friends! Restaurant options include:

- Cowgirl Santa Fe (Barbeque)
 - <http://www.cowgirlsantafe.com/>
- Tomasitas (Classic Northern New Mexican)
 - https://www.facebook.com/TomasitasSantaFe/app/160363220729661/?ref=page_internal
- Pranzo Italian Grill (Italian/Mediterranean)
 - <http://www.pranzosantafe.com/>
- Second Street Brewery @ The Railyard (Microbrew/Pub)
 - <http://secondstreetbrewery.com/food/>
- Raaga Modern Indian Cuisine (Indian)
 - <http://raagacuisine.com/menu.html>
- Vinagrette (Salad Bistro)
 - http://www.vinagretteonline.com/santafe_menu
- Yin Yang Chinese
 - <http://www.yinyangsanatafe.com>
- Pizza Centro (New York Style Pizza)
 - http://www.pizzacentronys.com/docs/menus/pizzacentro_downtown_menu020414.pdf
- Del Charro Saloon (New Mexican/Mexican)
 - <https://delcharro.com/food-and-drinks/restaurant-menu/>
- Blue Corn Café & Brewery (New Mexican/Microbrewery)
 - <http://bluecorncafe.com/wp-content/uploads/Blue-Corn-Cafe-Menu.pdf>
- The Shed (New Mexican)
 - <https://www.sfshed.com/pages/dinner>
- Marias (New Mexican/Margaritas)

- <http://marias-santafe.com/wp-content/uploads/Marias-Dinner-Menu.pdf>
- La Boca Taberna (Spanish Tapas)
 - <http://tabernasf.com/taberna~~-santa-fe.html#home>
- The Plaza Café (Historic Diner/New Mexican)
 - <http://santafeplazacafe.com/menu/lunch-dinner/>
- La Plazuela (Modern New Mexican)
 - <http://www.lafondasantafe.com/la-plazuela#overview-section>

8:00 PM – 9:00 PM: NPS Trivia Night

How well do you know the National Park Service? Come share your knowledge in a fun and relaxing atmosphere during Trivia Night. There will be lots of laughs and some new facts learned along the way. Don't want to play? That's OK, spectators are welcome to cheer on the teams.

9:00 PM – 12:00 AM: Hospitality Suite

Visit with old friends, make new friends. Come enjoy drinks, light snacks, and some great conversation!

Friday, October 28

7:30 AM – 9:00 AM: Registration Table Open

Come pick up your conference packets, badges, and more! Onsite registration is welcome

8:00 AM - 9:00 AM: Morning Announcements, Raffle, and Welcome

Ravis McQuade Henry, Park Ranger, Canyon de Chelly National Monument
Charlie Strickfaden, Superintendent, Fort Union National Monument
Jason Lott, Superintendent, Bandelier National Monument

9:00 AM - 10:00 AM: Keynote

Mike Reynolds, Deputy Director, Operations, National Park Service
 More details soon...

10:00 AM - 10:30 AM: Coffee Break

10:30 AM – 11:00AM: State of the Association and Presentation of ANPR's Rick Gale Award

Erika Jostad, President, Association of National Park Rangers

11:00 AM – 12:00 PM: What the World Ranger Congress Means for ANPR

Bob Krumenaker, WRC Conference Chair

ANPR can be very proud that this year's World Ranger Congress, which we hosted, was the largest, most diverse, most successful, greenest, and most financially successful WRC ever -- ANPR received tremendous recognition from the NPS and from rangers around the world for what we accomplished. Join WRC Conference Chair Bob Krumenaker and members of the team that planned and ran the 8th World Ranger Congress as they try to bring back, with a multi-media presentation, some of the the energy and inspiration of that great week in Estes Park, summarize the After Action Review, and account to the membership on the event's financials.

12:00 PM – 1:30 PM: Lunch

1:30 PM – 2:30 PM: Concurrent Sessions

Professional Development - Where do I Start?

Demmy Vigil, Learning & Development, National Park Service

Navigating your career and professional path is challenging. It can be a mystery, or can be lucky, or frustrating. Explore tools and resources that can help you move your career along as we explore how to give it a compass bearing. Demmy Vigil will share resources to help you wherever you are on your journey. If you have your government computer with VPN access, bring it. Consider some thoughtful goal setting and value evaluation to prepare you before coming to this session.

View from the Seashore: Environmental History and Interpretation

Will Mundhenke, Park Guide, Capulin Volcano National Monument

This session will discuss how understanding the environmental history of a park can help interpretive park rangers better read landscapes and explain current states of natural and cultural resources. Using Cumberland Island National Seashore and Capulin Volcano National Monument as case studies, the presentation will examine how the complex human and natural interactions that have taken place since the founding of a park can enrich interpretive programming. Environmental history allows the interpretive park ranger the ability to bridge communication gaps between human stories and natural resources. A historical lens on cultural resources within federal wilderness areas helps visitors understand the deeply rooted human connection to all landscapes. The session will be conducted as a facilitated dialogue with audience participation strongly encouraged.

The Unknown Elder: George Alexander Grant, First Chief Photographer of the National Park Service

Ren and Helen Davis, authors of Landscapes for the People

This book was the culmination of three years of research in the NPS Historic Photographic Collection, the NPS Western Archaeological and Conservation Center, the Center for Creative Photography, the National Archives, and other collections. It profiles the compelling story of Grant and his determination to become the Park Service's first staff, and later first chief, photographer [1929-54]. It features a selection of more than 170 of the iconic images that he made to document the parks during a transformative era for the National Park Service. A book signing will follow.

2:30 PM – 3:30 PM: Concurrent Sessions

Wise Decision Making for the Next Century

*Paula Capece, Ecologist and Data Manager, NPS Southeast Coast Inventory and Monitoring Network
Nicole Athearn, Coordinator, USFWS Great Plains Landscape Conservation Cooperative*

The National Park Service and other public land and resource management entities have the challenge of managing public trust resources within the contexts of mandated statutes and policies, changing public values and expectations, desired recreational and exploitative uses, and unprecedented ecological change and complexity. Structured decision-making (SDM) is a systematic, yet flexible process that is based in decision theory and risk analysis. SDM integrates both science and policy explicitly in the decision process. This process can be a powerful one in ensuring that NPS decisions are made in accordance with the Director's criteria for decision making. In this session, we will introduce the key tenants of Structured Decision Making, and illustrate these key concepts in a case-study example.

Ghost Riders in the Sky: The Stories and Songs of Stan Jones, The Singing Ranger

*Michael Ward, Biology Technician, Saguaro National Park
Keeter Stuart, Musician and Nephew of Stan Jones*

National Park Service Ranger Stan Jones wrote the enduring American ballad "Ghost Riders In The Sky" in Death Valley at the Emigrant Ranger Station where he resided in the late 1940's. The phenomenal success of the song that followed the 1949 release of Vaughn Monroe's recording of "Ghost Riders" forever transformed the lives of Stan and his wife Olive. My talk includes a brief biographical sketch of Stan's early years. I focus on Stan's career with the NPS that included a stint at Mt. Rainier before he and Olive transferred to Death Valley in August of 1946. I tell the story of how Stan was "discovered" by a movie company filming on location at Stovepipe Wells and then trace the path of his most famous song from the front porch at Emigrant to the top of the American popular music charts. Following my presentation, Keeter Stuart will treat us to a performance of many of Stan's renowned songs.

Getting Noticed (Part One): Entry-Level Resume Dos and Don'ts

Tim Moore, Supervisory Park Ranger, National Mall and Memorial Parks

You've made the cert, now how do you get an interview. Entry-level certs often contain hundreds of applicants and little to no time to review each candidate in detail. There are some key ways to help the hiring official, and thus yourself, to pick your resume as one to give further consideration. Bring your resumes along for some tips from current hiring officials.

3:30 PM – 4:00 PM: Coffee Break

4:00 PM – 5:00 PM: Concurrent Sessions

Stepping Into the Future: How a Grassroots Employee Movement Can Transform the Working Culture of the NPS

Shannon Wilson, Park Guide, Lincoln Home National Historic Site

Beth Coombs, Yellowstone National Park

It takes more than individual efforts to change a culture. The world is changing quickly, and so are visitor use patterns in our National Parks – we must innovate to meet new challenges as they arise. The Innovative Leadership Network is working toward change with the belief that a creative, collaborative effort by National Park Service Employees can reverse the agency's downward trend in workplace satisfaction that now spans more than half a decade. This session will detail how an intentional network like ILN, can help parks adapt and meet the pace of rapidly changing times.

Arts in the Park: Bringing Creativity to Your Site

Michael Haynie, Park Ranger Interpretation, Guadalupe Mountains National Park

Elizabeth Jackson, Chief of Interpretation, Guadalupe Mountains National Park

Arts and conservation have a long history of supporting one another. In its most recent developments, many parks are instituting Artist in Residence programs. The Artist in Residence program at Guadalupe Mountains National Park has transformed in recent years from an informal program that would host artists as opportunities allowed to one that is scheduled and actively recruits and supports artists. Join Michael Haynie to discover how an Artist in Residence program can benefit your site and about the successes and lessons learned at Guadalupe Mountains National Park.

Advocating for Congress to Address the NPS Maintenance Backlog

John Garder, Director of Budget and Appropriations, NPCA

Kevin Dahl, Arizona Senior Program Manager, NPCA

NPCA staff will present the basic outline of how NPS maintenance needs are funded and outline our work with partners to advocate for better funding for parks, including the backlog of repair needs. NPCA will outline a broad national campaign involving numerous public interest groups to address the deferred maintenance backlog, including our strategies to achieve success, the coalition partners with whom we work, and the messages we are using to appeal to lawmakers and the public. The presentation will use some regional examples to demonstrate the scope of the problem and allow ample time for audience engagement.

5:00 PM – 5:30 PM: ANPR Business Meeting

All conference attendees are encouraged to attend!

5:30 PM – 7:00 PM: Exhibitors' Reception

Join our exhibitors for drinks and light appetizers! A raffle drawing will occur during this reception.

7:00 PM – 8:30 PM: Dinner in Santa Fe (on your own)

8:30 PM – 9:30 PM: Evening Program

Living in Harmony: Songs & Stories from the Five Fingered People of the American Southwest

Ravis McQuade Henry, Park Ranger, Canyon de Chelly National Monument

The Diné, or Navajo People, are one of 500+ indigenous groups still in existence today in the United States. "Living in Harmony" will be a combination of storytelling and music from the Diné, presented by Park Ranger Ravis Henry. Stories of creation, kinship, clans, and the philosophy of life according to the Navajo will be shared; and the water drum will be used to bring songs and dances to the audience.

9:00 PM – 12:00 AM: Hospitality Suite

Visit with old friends, make new friends. Come enjoy drinks, light snacks, and some great conversation.

Saturday, October 29**7:30 AM – 9:00 AM: Registration Table Open**

Come pick up your conference packets, badges, and more! Onsite registration is welcome

8:00 AM – 8:30 AM: Morning Announcements and Raffle Drawing**8:30 AM - 9:00 AM: Presentation of the Mather Award**

National Parks Conservation Association

9:00 AM – 10:00 AM: WPA Poster Art of the National Park Service

Doug Leen, a dentist who lives in Alaska, is currently on a 15 month NPS Centennial road trip/speaking series. He was a seasonal park ranger in Grand Teton National Park for 7 years in the 1970s where he rescued an old poster bound for the park dump. Twenty-five years of research led to the discovery that this was part of the original poster series for our National Parks made by Work Projects Administration (WPA) artists in the 1930s and 40s. With the onset of WWII, poster production stopped with only 14 park designs completed and after the war they disappeared into history. Doug is here today to tell the story of how these posters were made, lost, rediscovered and how he continues with modern designs in the style of the WPA. You can check out Doug's work here: <http://www.rangerdoug.com/home>

10:00 AM – 10:30 AM: Coffee Break**10:30 AM – 11:15 AM: Incorporating the Untold Stories of LGBTQ Americans in the NPS**

Chad Lord, NPCA, Senior Director of the Waters Program, Government Affairs

The National Park Service is striving to tell the history of all Americans. One group, however, has gone almost entirely overlooked – until now. Learn about NPCA's efforts to create the nation's first national park site dedicated to preserving LGBTQ history and the Park Service's own work at documenting, interpreting, and incorporating LGBTQ history in America's national parks and programs.

11:15 AM – 12:00 PM: The ANPR Oral History Project: Sharing Our Stories, Mentoring New Leaders

Lu Ann Jones, Park History Program, National Park Service

Alison Steiner, Historian, Point Reyes National Seashore

Brenna Lissoway, Archivist, Chaco Culture National Historical Park

The ANPR Oral History Project has been successful in a number of ways. In-depth interviews with over 60 veteran members of the organization document important changes in the history of the National Park Service. and will be a significant legacy of the centennial for years to come. The project has also created new connections across generations and reinvigorated a culture of mentoring that has been central to ANPR since its founding in 1977. This panel celebrates lessons learned.

12:15 AM – 1:30 PM: Lunch**1:30 PM – 2:30 PM: Concurrent Sessions****Park Partnerships: Successes and Challenges**

Seth Tinkham and Kristine Brunsman, WASO State, Tribal, Local Plans & Grants Division

The National Park Service's (NPS) State, Tribal, and Local Plans & Grants Division (STLPG) annually apportions over \$50 million for preservation, requiring buy-in from governmental, private, and non-profit entities. One of the most successful programs to emerge from this preservation partnership is the

Certified Local Government (CLG) program. To date, there are more than 1,950 CLGs in all 50 states, giving each access to financial and technical assistance. Using GIS, STPLG will demonstrate the vast overlap of CLGs in gateway regions (as defined by the NPS) to discuss the impact of parks and partnerships on these rural and urban communities. Ultimately, this tool will help community leaders, state preservation staff, and the NPS anticipate and mitigate potential negative implications, while creating a more beneficial multi-variate partnership for the future of our heritage resources.

Fatigue & Performance: Lessons From NPS Operational Leadership

Mark Herberger, National Park Service Operational Leadership Program Manager

NPS Operational Leadership is leading the way to enhance the agency's safety culture through common-sense take-home tools of the trade. Come and learn how fatigue due to sleep debt affects human performance. Take home an Operational Leadership "Work Day" calculation to help you and your team fight back against this fatigue.

Getting Noticed (Part Two): Acing Your Interview

Tim Moore, Supervisory Park Ranger, National Mall and Memorial Parks

Ken Bigley, Deputy Superintendent, Wolf Trap National Park for the Performing Arts

You've got an interview! Now what? Some of the best resumes out there have led to miserable interviews and missed opportunities. Join in on a couple mock interviews to see some of the common questions and best responses. Sometimes there really is a right answer. More generally, what are some of the buzzwords and responses that will make an impression?

2:30 PM – 3:30 PM: Concurrent Sessions

"Where Work Goes to Die": Lessons Learned from Harrison Assessments, Performance Based Coaching, and Leadership Workshops in the NPS

Bill Wade, trainer, consultant, and former superintendent of Shenandoah National Park and Mather Training Center

After delivering nearly 30 workshops at NPS sites and administering the Harrison Assessment (an instrument that identifies behavioral strengths and weaknesses of individuals relative to the positions they actually occupy) to nearly 130 employees, Bill Wade has developed some "Lessons Learned." In this session, he will share these lessons in order to help attendees improve individual and organization effectiveness in the NPS.

The Loss of Situational Awareness: Lessons from NPS Operational Leadership

Mark Herberger, National Park Service Operational Leadership Program Manager

NPS Operational Leadership is leading the way to enhance the agency's safety culture through common-sense take-home tools of the trade. Come and learn the major contributing factors to the loss of situational awareness. See how Operational Leadership might assist the NPS beyond the boundaries of safety and risk management.

3:30 PM – 4:00 PM: Coffee Break

4:00 PM – 5:00 PM: Concurrent Sessions

Decision Making Strategies: Lessons from NPS Operational Leadership

Mark Herberger, National Park Service Operational Leadership Program Manager

NPS Operational Leadership is leading the way to enhance the agency's safety culture through common-sense take-home tools of the trade. Come and learn how our "not-so-effective" decision strategies affect our operations. Take home some lessons learned and look towards optimizing decisions.

Personal Leadership and Excellent Teamwork

Bill Pierce, ANPR Member, Retired Superintendent, and Incident Commander

A discussion on how to utilize key tools like Leadership Principles, KSA's of a high-performance person and team, principle of effective teamwork, preparing for change, team ground rules, conflict resolution, and concurrent critique.

6:00 PM – 7:30 PM: Dine-Arounds in Santa Fe

Join other conference participants for a casual dinner at a restaurant in Santa Fe. ANPR has made reservations for ten people at fifteen different locations. Sign up sheets will be available at the registration table. Don't miss this opportunity to experience some of the best food in Santa Fe with your ANPR friends!

8:00 PM – 9:00 PM: Movie Night

Want to learn what's new with NPS sites across the country? Would you like to see the most recent movies created by the Harpers Ferry Center? Join us for a night of insightful information and lots of laughs.

9:00 PM – 12:00 AM: Hospitality Suite

Visit with old friends, make new friends. Come enjoy drinks, light snacks, and some great conversation!

Sunday, October 30

8:00 AM – 8:30 AM: Morning Announcements and Raffle Drawing

8:30 AM - 9:00 AM: ANPR Business Meeting

9:00 AM – 10:00 AM: Keynote

Jorge Silva-Bañuelos, Superintendent, Valles Caldera National Preserve

In 2014, the 89,000-acre Valles Caldera National Preserve in north-central New Mexico was designated as a unit of the National Park System – 115 years after the idea was first proposed. Originally acquired by the federal government in 2000, the 13-mile wide volcanic caldera was first managed by an experimental government corporation, the Valles Caldera Trust. The preserve's superintendent will share the history of the making of this national park and the lessons it may provide to the National Park Service as it looks ahead to a second century of public land management.

10:00 AM – 11:00: From “They Don't Know Who We Were” to “Maybe I Will See You Here!”

Jerry Rogers, Associate Director of Cultural Resources (retired), National Park Service

An experienced perspective on the first century of the National Park Service and an exploration of “The National Park Idea” into the second.

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