

**ODU and US Fish and Wildlife Service Partnership
Internship Program Orientation Workshop
Back Bay National Wildlife Refuge
July 18 -19, 2017**

July 18, 2017

9:00 – 9:45 Introductions, Icebreaker & Ground Rules: Mamie Parker, FWS Consultant/Program Mentor including Focus on the FWS Future Workforce & Building a Strong Partnership with ODU: Hans-Peter Plag

After this session, all participants will have a better understanding of the purpose of the orientation, the background, goals and components of the ODU-Fish and Wildlife Service (FWS) partnership and the vision of the internship program.

9:45 – 10:45 Welcome to the U. S. Fish and Wildlife Service: Kathy Owens, Back Bay NWR

*After this session, participants will have an overview of the Back Bay NWR, describe their new work environment, the mission and purpose of the Fish and Wildlife Service (FWS) the role the interns will play in that mission, the basic FWS organizational structure and operations in **Ecological Services, Fisheries, Migratory Birds, Law Enforcement, International Affairs, etc.** Participants will discuss two challenges facing the FWS.*

10:45 - 11:00 Break

11:00 - 12:00 Welcome to the National Wildlife Refuge System: Chris Lowie, Great Dismal Swamp NWR

*After this session, participants will have an overview of GDS NWR, identify two challenges facing the refuge, describe their work setting, explain the mission, purpose, basic structure and operations of NWRS, explain the basic role and responsibilities of the refuge programs--**Visitor Services, Law Enforcement, Biology, Facilities, and Fire program. (World Café?)** Participants will discuss two challenges facing the NWRS.*

12:00 - 12:30 Lunch

12:30 – 14:00 Intern presentations of case studies

In this session, the interns will briefly present their case studies including their work plan for the internship and get feedback on work plan. Importantly, interns will relate their topics to those of other interns.

14:00 – 15:00 Quality Oral Briefings for Conservation Leaders: Jennifer Allen, FWS Consultant, Marstel-Day

At the end of the session, the participants will understand how to provide oral briefings to conservation leaders. They will utilize public speaking skills to present their research project to the large group and receive constructive feedback.

15:00 – 16:00 Setting the Stage for a Successful Internship: Panel Discussion with Eddie Hill, ODU and Cindy Schulz, FWS Gloucester Ecological Services Office

After this session, participants will articulate the benefits, expectations and responsibilities of the internship. They will learn about the FWS policies regarding communication, use of government equipment, and safety; explain what it means to represent the government and ODU both on and off the job; and describe appropriate work behavior and professionalism. They will describe procedures related to conflicts, disciplinary actions and structure for the students and supervisors.

16:00 Break and Group Photo

16:15 – 16:45 Cultural and Intergenerational Awareness: Mamie Parker, Program Mentor

After this session, participants will move towards a non-judgmental attitude based on cultural/generational values; increase cultural and generational self-awareness; and reduce cross-cultural and cross-generational misunderstandings during their internship.

16:45 – 17:00 Wrap-up for the day

July 19, 2017

9:00 – 9:45 Identifying Core Values and Conservation Leadership: Hans-Peter Plag, ODU

After this session, participants will better understand core values, identify their core values, when and how core values are used in challenging and conflicting conservation leadership decision making.

9:45 – 10:30 Group Exercise on Leadership Core Values Conflict-Challenge Course: Eddie Hill, and Hans-Peter Plag, ODU

After a meditated walk, the participants will reflect on their personal core values, when and how core values they would use them in making decisions as a conservation leadership to protect the resources. Then, the group will discuss core values balance, conflicts and challenges faced in leadership and applicable skills to overcome them.

10:30 – 10:45 Break

10:45 – 11:30 Career Perspectives – Roundtable Discussion with GDS and Back Bay NWR Interns

After this session, participants will better understand some of the rewards and opportunities of an internship with FWS; identify two resources that are available to cope with challenges; and explain how challenges can be converted to opportunities as they network with other students serving in the refuge.

11:30 – 12:30 Creating a Cohort Legacy

In this session, participants will practice team building and problem solving in a practical setting by creating an item to leave at the refuge depicting the celebration of the inaugural cohort of the internship and ODU-FWS partnership.

12:30 - 13:00 Lunch

13:00 – 14:00 Individual Exercise – Visioning a Successful Internship and Conservation Career

In this session, participants will create a sketch related to their vision of their internship and career and briefly communicate this to the group.

14:00 – 15:00 Documenting and Sharing the Experience of the Internship Project (30 minutes)

In this session, participants will discuss the documentation of the internship experience. At the end of the session, participants will describe the media resources available to them for documenting their experience and explain the relevance of documenting their internship.

15:00 – 15:15 Break

15:15 – 15:45 Wrap Up

15:45 – 16:00 Evaluation

16:00 – 16:15 Closing Remarks