



*Briefing to*

# Chancellor's Century Council

by Al Davis, Interim Director, Texas A&M Forest Service

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# Leader's Vision & Priorities...

## Vision

A GREAT AGENCY that is PEOPLE and MISSION FOCUSED

## Priorities

Safety

Employee Retention

Relationships

Telling our story



# Who We Are...



**540**  
Employees

**61**  
Office Locations

**1st**  
to be part of a  
land grant institution

# Core Values...



## Texas A&M Forest Service **LEADS**

**Leadership**  
is not a position or a title,  
it is **action and example.**

— DONALD M'GANNON



**CONSERVE. PROTECT. LEAD.**


**L**eadership in our mindset  
**E**xcellence in our outcomes  
**A**ccountability for our actions  
**D**uty to our mission and to Texas  
**S**ervice in our hearts



# Leadership characteristics, basics and training...



- **Survey** on what is expected of agency leaders
- **67%** response rate
- **Communicate results**
- Leaders' **signatory commitments**
- **Develop internal training course** on leading
- Include expectations on performance evaluations, and conduct **informal counseling** regularly



LEADERSHIP • EXCELLENCE • ACCOUNTABILITY • DUTY • SERVICE

## Leader Behaviors

**Build Trust**

- ★ I will trust and allow employees to perform their jobs
  - Set realistic performance expectations
- ★ I will make myself available to employees when they need support
  - Pitch-in to help when necessary
  - Follow through on commitments
- ★ I will provide input regarding decisions affecting employees work

**Support Employees**

- ★ I will be sensitive to employee needs for work/life balance
- ★ I will help employees in their career development
  - Encourage employee creativity and innovation
- ★ I will recognize employees for a job well done

**Maintain the Workplace**

- ★ I will communicate information to employees in a timely manner
- ★ I will provide employees with clear direction
  - Interact well with others, regardless of level, background or work style
- ★ I will take appropriate action to resolve problems and improve processes
  - Accept responsibility for failures as well as successes
  - Apply departmental and agency policies with consistency

*By signing this document, I am committing myself to living out the TEXAS A&M FOREST SERVICE Leader Behaviors listed above in an effort to defend and uphold the Agency's Core Values (LEADS).*

SIGNATURE

PRINTED NAME

DATE

# Core Mission Areas...



## Conserve

Forests and natural resources



## Protect

Lives, property and natural resources



## Lead

Through service and partnerships



# Conserve

We are responsible for the conservation, stewardship and sustainability of the state's forests

## 2022

- **7.1 million** trees planted
- **12,812** Texans educated
- **874** communities assisted
- **23,180** training hours
- **4,292** volunteer hours used
- **10.5 million** acres surveyed

**2022**

- **12,411** wildfires
- **650,712** acres

## **Texas A&M Forest Service**

- **16%** of the wildfires
- **84%** of acres burned
- **402** agency personnel
- **4,452** out-of-state personnel
- **132** aircraft
- **11+** million gal. retardant



# Protect

We are the lead state agency  
for wildfire suppression



Since 2002, Inception

- **2,053** fire apparatus
- **10,441** pieces of equipment
- **28,375** training tuition grants
- that covered **102,398** students

2023

- Volunteer Recruitment Resources grants
  - Helps VFDs strengthen their workforce
  - And enhance community fire protection



# Protect

We provide grants for training and equipment to Texas firefighters



# Lead

We engage, educate, and equip Texans to protect and sustain our natural resources

## 2022

- **4,600 hours** training for **500,000 Texans**
- Leadership Institute
- Wildland firefighting training
- All-hazard response training
- Building with Mass Timber
- Nature-based solutions
- Post-fire Reforestation
- Resource Damage Assessments



# 2022 Wildfire Response



Das Goat Fire west of San Antonio 03/15/22



Eastland Complex 03/17/22



Mesquite Heat Fire southwest of Abilene 05/17/22



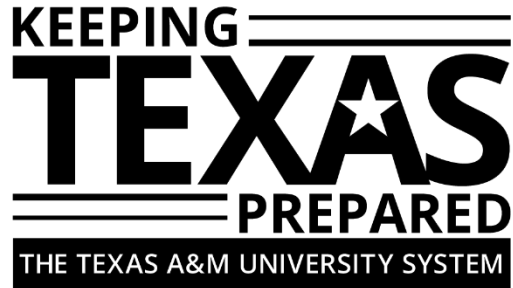
# 2023 All-Hazard Response







# The Way Forward...

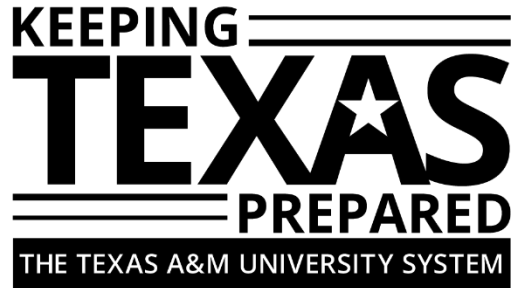


## Keeping Texas Prepared: Emergency Response Capability

**\$28.9 million for 2024-25 Biennium**

- Add 100 FTE to address fire/emergency response demands
- Improve pay levels to strengthen recruitment & retention of trained/qualified workforce
- Add/replace suppression equipment
- Additional funding for aviation support costs

# The Way Forward...



**Keeping Texas Prepared:  
Local Firefighting Capacity**

**\$17.4 million for 2024-25 Biennium**

- Enhance local firefighting capacity
- Help reduce backlog of unfunded grant requests
  - Volunteer Fire Departments
  - Texas Intrastate Fire Mutual Aid System (TIFMAS)

# The Way Forward...

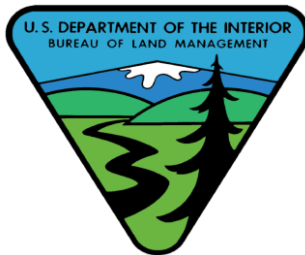
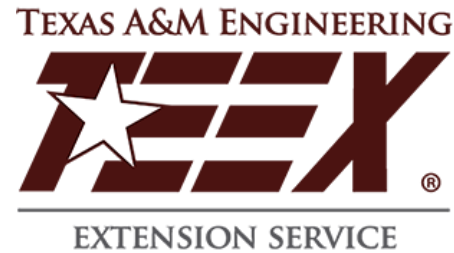


## Leadership Focus Areas

- Employee Tuition Reimbursement
  - Employees who pursue a degree
  - For advancement opportunities
  - From an accredited college or university
  - May be eligible for tuition and fee assistance
- Employee Empowerment and Engagement
- Reviving the Health & Wellness Program
- Creating Pathways to Success



# Our Partners...





# We Are Texas A&M Forest Service







Questions/Comments

[tfsweb.tamu.edu](http://tfsweb.tamu.edu)