

CURRICULUM VITAE

RUBEN CANTU

EXPERIENCE:

August 2013 - present:

Adjunct Instructor, *Angelo State University, San Angelo, Texas*. Teach upper level undergraduate courses (lecture and lab) in Range Wildlife Management and Wildlife Management Techniques.

August 2012 - present:

Private Wildlife Management Consultant, *Habitat Advantage LLC. and Wildlife Consultants, LLC, San Angelo, Texas*. Current owner and co-owner operator of two Wildlife Management Consulting firms. Provide full service wildlife habitat and species management consultation to clients in Texas, Oklahoma, Mississippi, Arkansas, Louisiana, and Mexico.

December 1997 - July 2012:

Regional Director, *Texas Parks and Wildlife Department, San Angelo, Texas*. Plan and supervise and administrate all activities and programs (Regulatory, Wildlife Management Areas, Technical Guidance, Waterfowl, Interpretive, Urban and Diversity) of Texas Parks and Wildlife Department Wildlife Region I (Trans-Pecos and Panhandle, encompassing approximately 56 million acres) and its staff of 43 wildlife biologists, technicians and support staff, developing and implementing a \$2.4 million budget, conducting all personnel actions and overseeing operation of 10 wildlife management areas; serve as a member of the Department Wildlife Division's Senior Staff and sit on various conservation working committees; review and edit Regulation proposals, Federal Aid documents, Farm Bill projects, Landowner Incentive Project proposals and Section reports, prepare and deliver presentations and training seminars for Regional staff and conservation/landowner groups, currently provides technical guidance to 13 landowners on 20 ranches affecting 290,000 acres. Other responsibilities include coordinating Wildlife Division personnel issues, computer inventory and annual purchasing, developing and writing escrow guidelines, and co-coordinating the summer intern program. Served as a mentor for the Natural Leaders Program.

December 2008-December 2009:

Acting, Wildlife Division Deputy Director for Administration, *Texas Parks and Wildlife Department, Austin, Texas*. Served at the direction of the Acting Division Director in assisting with direction and leadership of the Wildlife Division. Responsible for the oversight and coordination of day to day operations of the Division in the absence of the Director. Provides direct supervision to six staff and oversight for administrative services, to include human resources, international relations, budget management, policy, Section 6, Research and Analysis, State Wildlife Action planning and Federal Aid.

October 1989 - December 1997:

Technical Guidance Biologist, *Texas Parks and Wildlife Department, San Angelo) and Alpine, Texas*. Work directly with 54 private land managers formulating wildlife habitat and population management plans/recommendations on 1.3 million acres throughout western Texas. Plan and recommend wildlife management and habitat enhancement activities on Department owned land. Act as team leader to coordinate management activities within the

Trans-Pecos ecological area. Plan, coordinate, and conduct the collection and analysis of data concerning the population dynamics, distribution, and life history of wildlife species as needed. Provide in-service training to TPWD personnel. Conduct wildlife management workshops, seminars and clinics for the general public. Disseminate wildlife management information to the general public in the form of printed material, news releases and oral presentations. Communicate, interact, and conduct public relations work with inter- and intra-Departmental, federal, and private resource/conservation organizations, academic institutions, the public, and the news media regarding Department programs and activities. Additional duties include administrating and participating in the Private Lands Enhancement Program, Farm Bill Program, Texas Lone Star Stewardship Awards Program, and the Texas Private Lands Initiative for the Trans-Pecos ecological area.

January 1995 - May 1995:

Legislative Liaison, *Texas Parks and Wildlife Department, Austin, Texas*. Served as Wildlife Division's legislative liaison and point of contact for legislators. Reviewed proposed legislation for potential impact to wildlife resources and their habitats and coordinated review with other Divisions. Designated appropriate staff to prepare bill and fiscal analyses. Prepared bill analyses when staff was not present. Developed proposed legislative needs, coordinated information transfer for legislative representatives, scheduled meetings between staff and legislative representatives and coordinated resource witnesses' presence at legislative public hearings. Served as Wildlife Division resource witness at legislative hearings when appropriate.

October 1984 - September 1989:

Regulatory Wildlife Biologist, *Texas Parks and Wildlife Department, San Angelo, Texas*. Managed and researched wildlife species occurring in the Possum Kingdom Regulatory District of North Central Texas. Inventoried wildlife resources and habitat; collected and analyzed biological data pertinent to population conditions and harvest; conducted literature and field research; trapped and transplanted wildlife; prepared technical reports and disseminated wildlife research and management information to landowners. Developed wildlife and habitat research and management proposals. Reviewed regulations proposals and acted as wildlife resource witness at public hearings. Work directly with 45 private landowners/managers during this time controlling in excess of 600,000 acres developing wildlife management plans and written recommendations. Supervised co-workers on special projects as directed by District Leader.

June 1979 – August 1979, June 1982 - September 1984:

Range Conservationist (Rangeland Specialist), *USDA, Soil Conservation Service (now Natural Resources Conservation Service), Ballinger (summer trainee), Crowell and Memphis, Texas*. Developed rangeland cropland conservation plans with private landowners for the improvement of the rangeland and farmland resources. Coordinated and administered the Resource and Conservation and Development Program, and related Farm Bill Programs like the Watershed Program, Great Plains Conservation Program, Long-Term Agreement Program and the Agricultural Conservation Program. Coordinated activities with other conservation organizations such as the ASCS, FHA, SWCD, city and county governments. Served as acting District Conservationist at the Memphis field office from 6/82 - 10/82 and conducted performance reviews and annual evaluations for five employees. Developed field office annual plans of operations, reports, training schedules and budgets.

June 1980 - May 1982:

Research Associate, *Caesar Kleberg Wildlife Research Institute, Kingsville, Texas*. Planned wildlife research activities for Bobwhite quail in South Texas. Conducted extensive literature searches developed research design and budgeted research projects. Used radio-telemetry equipment extensively. Prepared quarterly reports and a final report resulting in a MS thesis.

EDUCATION:

Texas A&I University: Kingsville, Texas. May, 1982. MS in Wildlife Science.

Texas A&I University: Kingsville, Texas. May, 1980. BS in Range and Wildlife Science

Del Mar College: Corpus Christi, Texas. 1976-77.

University of Texas: Austin, Texas. 1975-76.

Roy Miller High School: Corpus Christi, Texas. May, 1975.

AFFILIATIONS:

Member, The Wildlife Society. Certified Wildlife Biologist.

Member, Society for Range Management. Certified Professional in Rangeland Management.

The Wildlife Society, Member, served on the Technical Review Committee, 2011, North American Model of Conservation; 2011 Caesar Kleberg Award for Excellence in Applied Wildlife Research Selection Committee.

The Wildlife Society, Member, Texas Chapter, The Wildlife Society, Served on the Site Selection, Nominations, Finance, Resolutions, Local Arrangements and Excellence in Wildlife Conservation Committees; (2005) Board Member at Large; (2006) Vice President; (2007) President-elect; (2008) President; (2009) Past-President.

Member, Texas Chapter, The Range Society – 1996-99 Coordinated Resource Committee; 1999-2000 Excellence in Rangeland Management Committee. 2011, Chair, Public Affairs Committee

Member, Texas Wildlife Association – 1996 – present; Volunteer Convention Coordinator; 1996 – present , past Executive Board Member; past Board of Directors; 2013 Chair of Hunting Heritage Committee; 2013 member of Desert Game Committee.

Member, Center for Holistic Resource Management, Inc.

Member, Texas Bighorn Society

Member, Steering Committee, West Texas Deer Study Group

AWARDS AND RECOGNITIONS:

Boy Scouts of America, 1974, Eagle Scout, Troop 6, Corpus Christi.

TCTWS 1990 Co-recipient (Technical Guidance Biologists) of Excellence in Wildlife Management Award

TCTWS 1997 Annual Publications Award – Popular Article/Extension Category. “Mule Deer Management in Texas.”

TPWD Employee Recognition Awards recipient, 1998, Team Category, Bison Herd Relocation Team.

TPWD 2001 Natural Leaders Program, mentor.

TPWD Employee Recognition Awards recipient, 2001, Team Category, Senate Bill 1 Team.

TPWD Employee Recognition Awards recipient, 2005 , Team Category, Desert Bighorn Sheep Team.

TCTWS 2007 Annual Publications Award – Popular Article/Extension Category. “Scaled Quail in Texas: Their Biology and Management.”

Hall of Honor, Outstanding Alumnus, 2011, Texas A&M University (Texas A&I) Kingsville, Dick and Mary Kleberg College of Agriculture, Natural Resources and Human Sciences.

Sam Beasom Conservation Leadership Award, 2012. Texas Wildlife Association.

PUBLICATIONS:

Cantu, R. 1982. Nesting and brood-rearing ecology of bobwhite quail on South Texas rangelands. MS Thesis. Texas A&I University, Kingsville.

Cantu, R. and D. Everett. 1982. Nesting and brood-rearing success of bobwhite quail as affected by grazing practices. Proceedings of the Second National Bobwhite Quail Symposium, Stillwater, Oklahoma.

Bone, T., **Cantu, R.**, and S. Brownlee. 1992. Water for West Texas wildlife. TPW Booklet PWD-BK-N7100-32. 22pp.

Cantu, R. 1995. Managing whitetails and mule deer - Is there a difference? Proceedings of the 7th US/Mexico border states conference on parks, recreation and wildlife. Brownsville, Texas.

Cantu, R. and C. Richardson. 1997. Mule Deer Management in Texas. TPW Bulletin PWD BK W7100-303. 22pp.

Cantu, R. and P. Horner. 1997. The Wildlife Division. TPW Booklet PWD BK W7100-265. 30pp.

Hernandez, F., D. Rollins, and **R.Cantu.** 1997. An evaluation of trailmaster camera systems for identifying ground-nest predators. Wildlife Society Bulletin 25: 848-853.

Richardson, C., **R. Cantu,** and K. Brown. 2001. Comprehensive Wildlife Management Planning Guidelines for the Trans Pecos Ecological Region. Texas Parks and Wildlife

Department. Austin, 35pp.

Cantu, R. 2002. Why do we hunt? The future of hunting for recreation and management of wildlife. TCTWS. Plenary presentation paper. Corpus Christi, TX.

Cantu, R. 2003. Killing in Order to Have Hunted Is Not Enough. Proceedings of the Fourth Annual Governor's Symposium on North America's Hunting Heritage. Houston, Texas.

Cantu, R. 2006. The Texas Model of Conservation: Public Property and Private Ownership. Proceedings of the Western Association of Fish and Wildlife Agency. Bismark, ND.

Cantu, R., D. Rollins, and S. Lerich. 2006. Scaled Quail in Texas: Their Ecology and Management. TPW Booklet PWD BK W7000-1183.

Cantu, R. 2007. The Cost of Deer Hunting: Is it too high? Proceedings of the West Texas Deer Study Group. San Angelo, TX

Cantu, R. 2008. Changing Demographics: A Challenge to the Future of Hunting. Proceedings from North American Association of Fish and Wildlife Agencies workshop. Phoenix, AZ.

Cantu, R. 2012. Private Stewardship and Public Ownership: A Texas Approach to the North American Model of Wildlife Conservation. TCTWS. Plenary presentation paper. Ft. Worth, TX.

Organ, J.F., V. Geist, S.P. Mahoney, S. Williams, P.R. Krausman, G.R. Batcheller, T.A. Decker, R. Carmichael, P. Nanjappa, R. Regan, R.A. Medellin, **R. Cantu**, R.E. McCabe, S. Craven, G.M. Vecellio, and D.J. Decker. 2012. The North American Model of Wildlife Conservation. The Wildlife Society Technical Review 12-04. The Wildlife Society, Bethesda, Maryland, USA.