

**BOARD OF GAME AND INLAND FISHERIES  
4000 WEST BROAD STREET  
RICHMOND, VIRGINIA 23230**

**February 6, 2008, 1:00pm**

**Present:** James W. Hazel, Chairman, Richard E. Railey, Jr., Vice-Chairman, Mary Louisa Pollard, John W. Montgomery, Jr., Ward Burton, Sherry S. Crumley, Randy K. Kozuch, Thomas A. Stroup; **Absent:** C. T. Hill, Charles Yates and Dr. William T. Greer, Jr.; **Acting Director:** G. Mike Bise; **Legal Counsel:** Roger Chaffe; **Senior Staff:** Ray Davis, Gary Martel, Dr. Virgil Kopf, Colonel Dabney (Dee) Watts, David Whitehurst, Bob Duncan, Charlie Sledd.

The Chairman welcomed everyone in attendance and called the meeting to order at 1:00pm. The Chairman stated the purpose of the meeting today is to specifically discuss the Position of Director. The Board received a number of well qualified applicants and strong interest in the position. The Board participated in the review of all applicants. In reviewing the applications, the Board looked for candidates who possessed strong leadership, to be the mediator of employee issues and well accepted by the hunting, fishing and wildlife constituency in Virginia. There were a number of candidates who possessed these qualities and the choice was difficult but the Board has unanimously made a selection. **The Chairman asked the Board for comments and discussion. Hearing no comment or discussion, the Chairman called upon Mr. John Montgomery for a motion. Mr. Montgomery made the following motion: Mr. Chairman, I here by move that the Board of Game and Inland Fisheries extend an offer of employment to Robert W. Duncan as Director of the Department of Game and Inland Fisheries. Motion Seconded: Ms. Sherry Crumley. Ayes: Hazel, Railey, Crumley, Pollard, Stroup, Montgomery, Burton, Kozuch.**

The Chairman called upon Mr. Duncan for his remarks. Mr. Duncan gave the following remarks:

*Mr. Chairman, Members of the Board, Ladies and Gentlemen:*

*As one of the 455 employees of this agency, I am deeply honored and humbled that the Board has seen fit to select someone from within to lead this department. I think this says volumes about the Board's confidence in its employees.*

*I thank you for this exciting opportunity and look forward to the days ahead working collaboratively with you and the department staff!*

*My employment here for the past thirty years has been a labor of love and the fulfillment of a lifelong dream. I still have the letter written to me more than forty years ago from Dick Cross regarding employment opportunities in the field*

*of wildlife and it was later that Dick Cross, Kit Shaffer, Joe Coggin and Charlie Peery hired me as a district wildlife biologist in Southwest Virginia. Jack Raybourne, as Chief of Game, was responsible for my move to Richmond in 1980 and I worked for ten years as Jack's Assistant until I became Chief of Wildlife in 1990.*

*When thinking about how to sum up my vision for the agency and reflecting about our shared opportunities, I was reminded of two seemingly contrasting pieces of work. One the famous poem "IF" by Rudyard Kipling and the other a research paper on the characteristics of effective game and fish agencies by Dr. Steve McMullin. With all respect and apologies to Mr. Kipling and Dr. McMullin, this is the Duncan version of those two works as it relates to our future.*

*If we continue to put our resources first, while balancing public opinion and good science,*

*If we continue to be proactive in anticipating issues without having sportsman feel surprised by our actions,*

*If we establish a closer relationship with our constituents using a variety of public involvement methods including more effective communication and do a better job of involving them in decisions,*

*If we build stronger public support based on an agency that is accessible and open to input and one that is responsive,*

*If we find ways to demonstrate how much the dedicated employees of our agency are valued and we empower them to try new things and make decisions, with fear of failure,*

*If we can, through planning and other techniques, align employee values with the mission of the department and harness their personal passion for wildlife,*

*If we provide stable leadership with professional knowledge and experience,*

*If we can do all these things, and I know that we can, certainly with everyone's help!*

*Then, and perhaps only then, will we realize our potential to be a truly comprehensive and effective fish, wildlife and boating agency. And, if we do that (doing the right things the right way), there will be nothing to keep us from accomplishing our mission.*

*Before closing, Mr. Chairman, I want to acknowledge the many friends of DGIF here today. I want to thank each of you for your support of this department. I look forward to our continued conservation partnerships. To my colleagues, I appreciate your efforts and dedication and look forward to serving as your director.*

*At this time, Mr. Chairman, I want to introduce my wife, Dr. Suzanne Nash Duncan, without whose encouragement and support I would not be standing here to day. My thanks again to the Board for the opportunity to serve the agency.*

The Chairman thanked Mr. Duncan for his remarks and stated the Board appreciated his willingness to serve as Director. They are looking forward to working with him for many years to come. The Chairman stated that his appointment would be effective February 10, 2008. The Board and Mr. Duncan will be available for comments or questions following the adjournment of the meeting.

The Chairman also recognized Mike Bise, Acting Director, who will be retiring on February 8, 2008. The Chairman thanked Mr. Bise for stepping in as Acting Director for the past 2 months. Mr. Bise has worked progressively to continue to move the mission of the agency forward and he will definitely be missed.

The Chairman called upon Mr. Bise for his remarks. Mr. Bise stated that he echoes the remarks made by Mr. Duncan. Mr. Bise congratulated Mr. Duncan on his appointment and said he was very deserving of the position. Mr. Bise stated he has come to the end of the path and has appreciated every moment that he has spent with the Agency. Mr. Bise said spending the last 2 months as Acting Director was something he never imagined. During this time, he has actively worked with the Board to address head on major issues the agency is currently facing. He thanked everyone for their support over the last 28 years. It has been fantastic!

The Chairman thanked Mr. Bise for his remarks.

The Chairman called for additional business or comments. Hearing none, the meeting was adjourned at 1:17pm.

Respectfully submitted,

Beth B. Drewery  
Board Secretary