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**Principal, Barnacle Strategies Consulting
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Affiliate Associate Professor, Marine and Environmental Affairs & Biology, University of Washington
Adjunct Professor, Resource and Environmental Management, Simon Fraser University

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Citizenship: Dual Canadian and United States

Highlights of Professional Experience

- 25 years in diverse philanthropic, academic, and consulting roles with increasing management, leadership, administrative, supervisory, and strategic responsibilities
- Accountability for US and Canadian grant portfolios on terrestrial and marine conservation, science and policy, food systems, watersheds, leadership/capacity development, and Indigenous partnerships
- Oversight of multiple granting programs, program and docket design, personnel review, evaluation
- Design and implementation of award-winning interdisciplinary programs in a multi-campus university
- Establishment, management, and leadership of a new national grantmaking team at a public foundation
- Program and institutional leadership in start-up, turnaround, and mature stages of organizations
- Sustained engagement with and leadership in national and international funder collaboratives
- Varied collaborations among academic, foundation, NGO, government, Indigenous, and private partners
- Extensive oral/written communication experience for general, professional, and community audiences
- Experience with the diverse data sources and relationships necessary to address intractable problems
- Sustained interest in bottom-up solutions to global challenges, especially in cross-cultural contexts
- Extensive place-based field and community experience, especially in western/northern North America
- Management of executive searches in multiple academic, non-profit, and philanthropic organizations

Education

Ph.D., University of Washington, Seattle, Washington, USA (Zoology, 1995)

B.A., Pomona College, Claremont, California, USA (Natural History: Ecology and Evolution, 1989)

Selected Funder-Related Activities

- Climate Justice Resilience Fund (Oak Foundation and New Venture Fund) Review Board (2017-present)
- Biodiversity Funders Group (since 2007, Annual Meeting Planning Cmte 2015, Membership Cmte 2020)
- Arctic Funders Collaborative (active since founding as Arctic Funders Group in 2007; Chair 2012-2015)
- Canadian Environmental Grantmakers' Network (Board of Directors 2013-2016, Executive Committee)
- Circle on Philanthropy and Aboriginal Peoples in Canada (plenary speaker at 2013 & 2015 conferences)
- Arctic Council, Indigenous Peoples Secretariat, Workshop on Capacity Financing (2015)
- Environmental Grantmakers Association (Plenary on Indigenous Philanthropy, Santa Ana Pueblo, 2014)
- Cross-Cultural Dialogue Exploring Reconciliation and Philanthropy (Moderator, Toronto, 2013)
- Alaska Conservation Advisor for the Edgerton Foundation (as a consultant, 2016-present)

Professional Experience

Barnacle Strategies Consulting, Principal, 2016-present

On leaving management positions in Vancouver and Seattle and moving to Salt Spring Island in the Salish Sea, I launched a small consultancy, Barnacle Strategies. I work with a variety of partners — Indigenous people's organizations, funders, NGOs, and universities — to address strategic, operational, and leadership challenges.

Recent clients include:

- First Nations Fisheries Council of BC
- The Native American Academy
- The Cultural Conservancy
- Gordon and Betty Moore Foundation
- The Russell Family Foundation
- Donner Canadian Foundation
- Wilburforce Foundation
- Edgerton Foundation
- Campion Foundation
- Hewlett Foundation
- Biodiversity Funders Group
- Arctic Funders Collaborative
- The Nature Conservancy
- Conservation Science Partners
- National Audubon Society
- Sightline Institute
- University of British Columbia
- University of Alaska, International Arctic Research Center & Alaska Coastal Rainforest Center
- Alaska Venture Fund

Tides Canada Foundation, Vice President of Strategic Grantmaking, June 2010 – January 2016 (Vancouver)

- Member of senior management team of Tides Canada Foundation (a national foundation focused on integrated environmental and social solutions) and Tides Canada Initiatives Society (an operating charity that functions as a shared platform for charitable non-profit initiatives across Canada)
- Founding VP/Director of the Strategic Programs team, designing and implementing philanthropic portfolios with various blends of institutional, individual, corporate, and government funders
- Recruited, hired, and led a team of 9 program and administrative staff based in six Canadian cities:
 - Geographic foci in rural and Indigenous territories in coastal and NW British Columbia; Arctic including Yukon/NWT/Nunavut/Nunavik/Nunatsiavut; boreal Manitoba; Ontario / Great Lakes
 - Issue foci on capacity and leadership development; land, freshwater, and marine conservation; sustainable livelihoods; human well-being; Indigenous culture & stewardship; food security
 - Emphasized place-based, relationship-centred, comparative, value-added granting approaches
 - Activities included granting, contracts, capacity support, funder networks, cross-region sharing
 - Oversight of grant and contract management processes for the Foundation
 - Participatory efforts to engage communities in conservation philanthropy across geographies

- Use of tools beyond grants including the shared administrative platform and impact investing
- Management of Canadian grantmaking for international funders based in Europe, Asia, USA
- Transboundary strategies and approaches across Canada's borders: AK, Greenland, Lower 48

Wilburforce Foundation, Program Officer for Alaska and BC, April 2007 – June 2010 (Seattle)

- Strategy, budgeting, grantee, and partner relations for Alaska, BC, and the western Canadian Arctic
- Programmatic focus on and responsibility for:
 - Great Bear Rainforest and Southeast Alaska (Tongass) conservation and communities
 - Transboundary watersheds and forests of the Alaska-Canada border country
 - North American Arctic including terrestrial, marine, Indigenous, and governance matters
 - Conservation science, climate adaptation, and capacity-building coordination in AK/BC region
- Extensive knowledge of and practical experience with environmental NGOs and Indigenous peoples' organizations, including governance, capacity-building, budgets, and coalitions
- Experience with the roles of science and Indigenous knowledge in policy and decision-making
- Cross-team work with grants management, program staff, evaluation, capacity providers, and contractors
- Tongass Futures Roundtable, Appointed Member, 2007-2010

University of Washington, faculty and leadership positions, 1996-2007 (tenured, 2002)

- Director, Program on the Environment, University of Washington, Seattle
 - Led strategic planning and implemented major curriculum reforms in the largest undergraduate interdisciplinary program at top-ranked public research university; reported to a board of deans
 - Special emphasis on advancing *bioregional* and *global* dimensions of the curriculum
 - Hired, supervised and/or evaluated 6 professional staff and 10 academic instructors per quarter
 - Accountability for rapidly growing undergraduate program and 3 graduate certificate programs
 - Managed relationships with governance or advisory boards for each of the above programs
 - Bridge-building with deans, directors, and chairs across a large multi-campus institution
 - Led strategic planning for a new *Conservation of Living Systems* graduate certificate program
 - Raised profile of UW environmental initiatives as their public face at frequent and numerous community events, donor and trustee interactions, and national and international conferences
 - Represented the UW nationally at the Council of Environmental Deans and Directors
 - Served on steering committee for a statewide *Curriculum for the Bioregion* initiative

- Development, promotion and fundraising for projects on climate change, conservation, Arctic, public health, environmental management, law, justice, urban ecology, restoration, and arts
- Assistant/Associate Professor, Interdisciplinary Arts and Sciences, University of Washington, Tacoma
 - Founding biologist, and one of the first two natural scientists, at a new metropolitan university
 - Co-designer of cross-cutting curricula (2 new degrees, a minor, environmental literacy courses)
 - Successfully guided Washington State approval process for UWT campus's first BS degree
 - Led and contributed to extensive and diverse community partnerships on environment and place
 - Co-founded the UW's tri-campus *Restoration Ecology Network* (see 2006 *Science* reference)
 - Chaired or served on ~20 tenure-track faculty searches, and tenure and promotion committees
- Teaching: *Issues in Biological Conservation, Introduction to Environmental Science, Ecology and its Applications, Evolution, Marine Ecology, History and Ecology of Biological Invasions, Invertebrates*
- Frequent science communication including legislative hearings and print, audio, and video formats
- Supervised dozens of undergraduate and graduate students in research or community-based projects
- Designed and taught intensive field courses in Alaska, BC, Australasia, and the Galapagos

Assistant Professor, Department of Biology, University of Puget Sound, Tacoma, WA, 1995-1996

- Taught *Evolution and Diversity of Life* and *General Ecology* (with labs) and supervised research students

Lecturer, Department of Biology, Western Washington University, Bellingham, WA, 1995

- Taught *Coral Reef Ecology* and undertook research on temperate marine symbioses

Selected Honors and Professional Development Activities

- Rockwood Advanced Art of Leadership for Philanthropic Leaders (Santa Cruz, 2016)
- Canadian Science Integrity Project, Founder and Co-Chair (2014-2016)
- Aldo Leopold Leadership Program (2004 Fellow, with advanced trainings in 2007, 2012, and 2018)
- Canadian Environmental Leadership Program, Hollyhock Leadership Institute (2007)
- International Canadian Studies Institute, Fellow (2006)
- Brotman Award for Instructional Excellence, University of Washington (2004 and 2007)

Selected Recent Speaking Engagements

International Funders for Indigenous Peoples, Environmental Grantmakers Association, Environment Funders Canada, Circle on Philanthropy and Aboriginal Peoples in Canada, Environmental Funders Network of the United Kingdom, Ontario Nonprofit Network, Simon Fraser University, University of Maine, University of British Columbia, North American Congress for Conservation Biology, Juneau Coastal Temperate Rainforest Symposium, World Futures Society, Salt Spring Forum, Liber Ero Postdoctoral Retreat.

Recent Service Activities

- Climate Justice Resilience Fund, Review Board (2017-present)
- Audubon Alaska, Board of Directors (2011-2017 and 2019-present)
- Islands Trust, Salt Spring Local Trust Committee, Housing Working Group (2019-present)
- Theatre Alive, Board of Directors (2019-present)

- Salt Spring Island Conservancy, Board of Directors (2016-present)
- Center for Science in Public Participation, Board of Directors (2020-present)
- The Nature Conservancy, Emerald Edge Whole Systems Initiative, Advisory Board (2015-2019)
- Alaska Coastal Rainforest Center, Advisory Council (2014-2018)
- Liber Ero Postdoctoral Fellowship Selection Committee (2018)
- American Friends of Canadian Conservation, Board of Directors (2016-2019)
- Earth Leadership Program Selection Committee (2020)

Representative Publications

Biological Sciences, Conservation Science, and Policy

Secord, D. and G. Muller-Parker. 2005. Symbiont replacement along a light gradient within an intertidal cave. Limnology and Oceanography 50: 272-278.

Granek, E. F., D. R. Brumbaugh, S. A. Heppell, S. S. Heppell, and **D. Secord**. 2005. A blueprint for the oceans: Implications of two national commission reports for conservation practitioners. Conservation Biology 19: 1008-1018.

Secord, D. 2003. Biological Control of Marine Invasive Species: Cautionary Tales and Land-Based Lessons. Biological Invasions 5: 117-131.

Secord, D. and L. Augustine. 2000. Biogeography and microhabitat variation in temperate algal-invertebrate symbioses: zooxanthellae and zoochlorellae in two Pacific intertidal sea anemones, *Anthopleura elegantissima* and *A. xanthogrammica*. Invertebrate Biology 119: 139-146.

Secord, D. and P. Kareiva. 1996. Perils and pitfalls in the host specificity paradigm. BioScience 46: 448-453.

Paine, R. T., J. L. Ruesink, A. Sun, E. L. Soulanille, M. J. Wonham, C. D. G. Harley, D. R. Brumbaugh, and **D. L. Secord**. 1996. Trouble on oiled waters: Lessons from the *Exxon Valdez* oil spill. Annual Review of Ecology and Systematics 27: 197-235.

Higher Education, Conservation Practice, Philanthropy, and Integration

Gold, W., K. Ewing, J. Banks, M. Groom, T. Hinckley, **D. Secord**, and D. Shebitz. 2006. Collaborative ecological restoration. Science 312: 1880-1881.

Greengrove, C. and **D. Secord**. 2003. Undergraduate Marine Research: Summer Field Program for Nontraditional Students. Journal of College Science Teaching 32: 316-321.

Secord, D. and C. Greengrove. 2002. Something from Nothing: Environmental Science as a Vehicle for Building Natural Sciences and Environmental Education into a New Interdisciplinary Urban Public University. Journal of Environmental Education 37: 32-37.

Secord, D. 2014. Interdisciplinarity, Experience, and Environmental Philanthropy. The Philanthropist 25: 231-236.

Secord, D. 2015. Travelling with an Open Mind. A review of *Circling the Midnight Sun: Culture and Change in the Invisible Arctic*, by James Raffan. Literary Review of Canada, March 2015.

Secord, D., P. Dufour, and S. Otto. 2015. Building Science Integrity Principles. AAAS Professional Ethics Report 28: 1-4.

Salomon, A. K., K. Lertzman, K. Brown, K. B. Wilson, **D. Secord**, and I. McKechnie. 2018. Democratizing conservation science and practice. Ecology and Society 23(1):44.