

**Floyd O. (Dale) Caveny, Jr.**

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**PROFILE**

Strategic, intuitive, innovative, and results driven professional with over 28 years of state government experience in conservation law enforcement. Acknowledged talent for providing strategic direction and coordination of internal and external teams to achieve the goals of the organization. Core competencies include:

Leading Change	Organizational Restructuring	Service Orientation
Developing Partnerships	Staff Development	Program Management

**EXPERIENCE**

**Colonel, Chief of the Division of Law Enforcement** **June 2010 – Present**  
North Carolina Wildlife Resources Commission, Raleigh, NC

Responsible and accountable for the coordinated efforts of 207 law enforcement officers, 25 non-sworn personnel, over 1000 volunteers, and implementation of a \$20 million budget in achieving the Commission’s conservation and public safety missions. Coordinate the Division’s work internally with other Commission divisions to ensure a unified direction that aligns with the goals of the Commission. Developed and maintain external partnerships with other government entities, non-governmental organizations and constituency groups to aid in attaining the Commissions desired outcomes.

Accomplishments:

- Oversaw the development of the Division’s first strategic plan and the alignment of the Division’s work within the parameters of that plan.
- Strengthened the partnerships with external agencies in an effort to achieve the desired outcomes of the strategic plan.
- Increased communication and strengthened the relationship between the Division of Law Enforcement and the Commission’s administrative, engineering and biological staff.
- Reduced redundant administrative Division staff and reallocated those positions to field positions. This increased operational effectiveness and resulted in budgetary efficiency while focusing the staff on the Division’s core functions.
- Increased the focus on leadership development, including the Division’s first two officers to attend and graduate from the FBI National Academy.
- Increased diversity within the personnel of the Division. Promoted the first African American to district captain and increased the number of female officers.

**Fellow, National Conservation Leadership Institute** **October 2011 – May 2012**  
National Conservation Training Center, Shepherdstown, West Virginia

Studied the principles of adaptive leadership and learned to recognize the difference between technical and adaptive challenges. The students came from across the country, creating a network of conservation professionals to aid in problem-solving within the respective agencies.

Accomplishments:

- Chosen to participate in the development of the first national conservation chiefs' leadership academy that will begin in May 2014.

**Wildlife Enforcement Officer/Sergeant/Lieutenant** **May 1985 – June 2010**  
North Carolina Wildlife Resources Commission, western North Carolina

As sergeant, served as a first-line supervisor of three counties, providing leadership of field level law enforcement activities. As lieutenant, the geographical area of responsibility increased to six counties; and assumed the responsibility of administrative functions and investigating complaints from constituents. In addition to the oversight of law enforcement operations, coordinated all hunter and boating education within the area of responsibility.

Accomplishments:

- Developed a "Use of Deadly Force" protocol to be used in the event a use of deadly force. Utilized this protocol during two such incidents.
- Assisted in the writing of the core competencies used in wildlife officer performance evaluations.
- Presented a paper on Management Strategies for Disgruntled Employees at the Southeastern Association of Fish and Wildlife Agencies in 1999.
- District 8 Wildlife Officer of the Year – 1993.

**Law Enforcement Instructor** **1992 – Present**  
North Carolina Department of Justice

Work as an adjunct law instructor within the North Carolina Community College system and in-service trainer for the North Carolina Wildlife Resources Commission.

### **COMMUNITY AND OTHER ACCOMPLISHMENTS**

- Presented at the North American Wildlife Enforcement Officers Association Annual Conference in Saskatoon, Saskatchewan in 2011.
- President – Surry Central High School Booster Club- June 2005-2007.
- Published author – *Wildlife in North Carolina, Old-Time Herald*, various literary publications.

### **EDUCATION**

Associate in Applied Science, Criminal Justice, Isothermal Community College, Spindale, NC

- Outstanding Alumni – 2011

Bachelor of Science, Criminal Justice, Western Carolina University, Cullowhee, NC

- Magna Cum Laude