

Curriculum Vitae

David Flores, Ph.D.

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Education

- 2012 Doctor of Philosophy in Sociology
University of Michigan, Ann Arbor
Dissertation Title: “*Political Soldiers: The Sources of Iraq War Veteran Support and Opposition to War*”
Dissertation Committee: Howard Kimeldorf (Chair), Alford Young Jr., David G. Winter (Psychology), and Anthony S. Chen (Northwestern University).
- 2006 Masters in Sociology
University of Michigan, Ann Arbor
- 2003 Bachelor of Arts in Sociology
University of California, Berkeley *Highest Honors and Distinction*

Positions Held

- 2014 - Research Social Scientist, USDA Forest Service, Rocky Mountain Research Station, Human Dimensions Program, Fort Collins, CO.
- 2021 - 2022 Visiting Scholar, Soil and Land Management, Wageningen University & Research, The Netherlands.
- 2018 - 2020 Faculty Affiliate, Department of Journalism and Media Communications, Colorado State University.
- 2016 - 2018 Faculty Affiliate, Department of Sociology, Colorado State University.
- 2012 - 2014 Presidential Management Fellow, USDA Forest Service.

Areas of Interest

My research interests center on the science of practice in natural resource management. I apply the sociological concepts of *structure* (the way society is structured limits choices and opportunities) and *agency* (capacity of individuals to act independently) to better understand how land managers respond to changing social-ecological dynamics, and how to integrate diverse perspectives and local knowledge in resource management.

Areas of specialization: Wildfire Social Science, Natural Resources & Society, Sociology, Environmental Justice, Race & Ethnicity, Land Management, Leadership, Sustainability, Culture, Identity, Quantitative and Qualitative methods.

Publications

Peer Reviewed Journal Articles

- In Press Howes, S., Flores, D., Villarreal, M., Hahnenberg, B., and Darnell, J. “How Engaged Scholarship is Helping Combat the Wildfire Crisis.” *Industrial and Organizational Psychology*.
- In Press Flores, D., de Vroome, M., Caggiano, M. “Nourishing Wildland Firefighters: Exploring Perspectives on Wildland Fire Incident Catering.” Gen. Tech. Rep. RMRS-GTR-XX. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station.
- In Press Flores, D., Desmond, Louis. “The Complexities of Integrated Wildland Fire Management in South Africa.” Gen. Tech. Rep. RMRS-GTR-XX. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station.
- 2025 Sanchez, J. J. Sanchez, J. J., Flores, D., Schlickman, E., Srivastava, L., Davila, A., and Cortez-Solis, J. “Collaborating on a Survey Tool to Measure Urban BIPOC Youths’ Perceptions of the Outdoors..” *Society & Natural Resources*. 1-14. <https://doi.org/10.1080/08941920.2025.2484816>.
- 2024 Flores, D., Fox, R. L., Iverson, J., Venette, S., and Jahn, J. “Risk and Crisis Communication in Wildland Fire Fighting.” *International Crisis and Risk Communication*. <http://doi.org/10.69931/ZPMD2304>.
- 2024 Flores, D., Sanchez, J., Schlickman, E., Srivastava, L., Davila, A., and Cortez-Solis, J. “Minding the Science-Practice gap to reach the goals of sustainable recreation research. *Journal of Parks and Recreation Administration*. 42(3): 99-104. <http://doi.org/10.18666/JPra-2024-12248>.

- 2024 Flores, D., Fox, R. L., Jahn, J., Conley, C., Howes, S. S., Iverson, J. O., Vennette, S. J., Haire, R. E., and Stoof, C. 2024. "Using Focus Groups for Knowledge Sharing: Tracking Emerging Pandemic Impacts on USFS Wildland Fire Operations." *Society & Natural Resources*. 37(6): 957-975. <http://doi.org/10.1080/08941920.2024.2341271>.
- 2023 Stoof, Cathelijne R., de Vries, J. R., Ribau, M. C., Fernandez, M. F., Flores, D., Villamar, J. G., Kettridge, N., Lartey, D., Moore, P. F., Thacker, F. N., Prichard, S. J., Tersmette, P., Tuijtel, S., Verhaar, I., Fernandes, P. M. "Megafire: An ambiguous and emotive term best avoided by science." *Global Ecology and Biogeography*. 33(2): 341-351. <http://doi.org/10.1111/geb.13791>.
- 2023 Thompson, M. P., Belval, E. J., Bayham, J., Calkin, D. E., Stonesifer, C. S., Flores, D. "Wildfire response: A system on the brink." *Journal of Forestry*. 2023:121-124. <http://doi.org/10.1093/jofore/fvac042>.
- 2023 Jacobs, D. F., Dumroese, R. K., Brennan, A. N., Campbell, F. T., Conrad, A.O., Delborne, J.A., Fitzsimmons, S., Flores, D., Giardina, C. P., Greenwood, L., Mart, N., J. A., Merkle, S. A., Nelson, C. D., Newhouse, A. E., Powell, W. A., Romero, S. J., Showalter, D. N., Snieszko, R. A., Strauss, S. H., Westbrook, J., Woodcock, P. "Reintroduction of at risk forest tree species using biotechnology depends on regulatory policy, informed by science and with public support." *New Forests*. 54: 587-604. <http://doi.org/10.1007/s11056-023-09980-y>.
- 2022 Flores, D., and Haire, E. R. "The US Forest Service Life First Safety Initiative: Exploring Unnecessary Exposure to Risk. *International Journal of Wildland Fire*. 31(10): 927-935 <http://doi.org/10.1071/WF21099>.
- 2022 Thompson, M. P., Belval, E.J., Bayham, J. Calkin, D. E., Stoneisfer, C. S., and Flores, D. "Wildfire Response: A System on the Brink?. *Journal of Forestry*, fvac042, <https://doi.org/10.1093/jofore/fvac042>.
- 2022 Flores, D., Fox, R., Iverson, J., Venette, S., Jahn, J., Connelly, C., Howes, S., and Haire, E. *Pivoting during the pandemic: How COVID-19 and the 2020 wildland fire year created a novel learning opportunity for U.S. Forest Service wildland fire management*. Gen. Tech. Rep. RMRS-GTR-XX. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station <http://doi.org/10.2737/RMRS-GTR-431>.
- 2022 Dumroese, R. K., Balachowski, J. A., Flores, D., Horning, M. E. "Reforestation to mitigate changes to climate: More than just planting seedlings. In XV World Forestry Congress: Building a green, healthy, and resilient future with forests.; 2-6 May 2022; Coex, Seoul, Republic of Korea. Food and Agriculture Organization

of the United Nations; Korean Forest Service. 7 p.

- 2022 Thomas, A., Sánchez, J.J., and Flores, D. “A review of trends and knowledge gaps in Latinx outdoor recreation on federal and state public lands.” *Journal of Park and Recreation Administration*. 40(1): 24-43.
<https://doi.org/10.18666/JPRA-2021-11064>.
- 2021 Fox, R. L., Flores, D., Black, A., Iverson, J., & Venette, S. “The slow burn versus the wildfire: Toward understanding novel organizational crises and employee mental health via the USFS response to the COVID-19 pandemic.” *International Crisis and Risk Communication Conference*. 19.
<https://stars.library.ucf.edu/icrcc/2021/proceedings/19>.
- 2021 Russell, G., Champ, J. G., Flores, D., Martinez, M., Hatch, A. M., Morgan, E., and Clarke, P. “Doing work on the land of our ancestors: Reserved treaty rights lands collaborations in the American Southwest.” *Fire*. 4: 7.
<https://doi.org/10.3390/fire4010007>.
- 2021 Flores, D., and Haire, E. “The development of an organizational safety culture in the United States Forest Service.” *Journal of Forestry*. 2021: 506-519.
<http://doi.org/10.1093/jofore/fvab025>.
- 2020 Flores, D., Sanchez, J. J. “The changing dynamic of Latinx outdoor recreation on national and state public lands.” *Journal of Park and Recreation Administration*.
<https://doi.org/10.18666/JPRA-2020-9807>.
- 2020 Flores, D. “An introduction to social, economic, and ecological factors in natural resource management of Northeastern California public lands” [Chapter 5.1]. In: Dumroese, R. K.; Moser, W. K., eds. *Northeastern California plateaus bioregion science synthesis*. Gen. Tech. Rep. RMRS-GTR-409. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station. p. 131-132. <http://doi.org/10.2737/RMRS-GTR-409>.
- 2020 Flores, D., and Russell, G. “Demographic trends in Northeastern California” [Chapter 5.2]. In: Dumroese, R. K.; Moser, W. K., eds. *Northeastern California plateaus bioregion science synthesis*. Gen. Tech. Rep. RMRS-GTR-409. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station. p. 133-142. <http://doi.org/10.2737/RMRS-GTR-409>.
- 2020 Flores, D., and Haire, E. R. “Ecosystem services and public land management” [Chapter 5.3]. In: Dumroese, R. K.; Moser, W. K., eds. *Northeastern California plateaus bioregion science synthesis*. Gen. Tech. Rep. RMRS-GTR-409. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain

Research Station. p. 142-161. <http://doi.org/10.2737/RMRS-GTR-409>.

- 2020 Flores, D. and Stone, L. "Community engagement in the decisionmaking process for public land management in Northeastern California" [Chapter 5.4]. In: Dumroese, R. K.; Moser, W. K., eds. *Northeastern California plateaus bioregion science synthesis*. Gen. Tech. Rep. RMRS-GTR-409. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station. p. 162-176. <http://doi.org/10.2737/RMRS-GTR-409>.
- 2020 Flores, D. and Russell, G. "Integrating tribes and culture Into public land management" [Chapter 5.5]. In: Dumroese, R. K.; Moser, W. K., eds. *Northeastern California plateaus bioregion science synthesis*. Gen. Tech. Rep. RMRS-GTR-409. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station. p. 177-185. <http://doi.org/10.2737/RMRS-GTR-409>.
- 2020 Santiago, L., Flores, D., and Chang-Yu Hong. "The impact of extreme weather events on community risk planning and management: the case of San Juan, Puerto Rico after hurricane Maria." *Urbe. Revista Brasileira de Gestão Urbana (UBRE)*. 12, e20190062. <https://doi.org/10.1590/2175-3369.012.e20190062>.
- 2019 Sánchez, J.J., Pizano, N., Higgins, A., and Flores, D. "Nature's characteristics and benefits influence Latinos environmental responsibility." *Brazilian Journal of Forestry Research*, v.39, e201902043. <https://doi.org/10.4336/2019.pfb.39e201902043>.
- 2018 Flores, D. and Kuhn, K. "Latino Outdoors: Using Storytelling and Social Media to Increase Diversity on Public Lands." *Journal of Park and Recreation Administration*. Special Issue for Latin America, 36:47-62. <http://doi.org/10.18666/JPRA-2018-V36-I3-7868>.
- 2018 Flores, D., Falco, G., Roberts, N. S., and Valenzuela, F. P. "Recreation Equity: Does the Forest Service Serve its Diverse Publics?" *Journal of Forestry*. 116(3):266-272. <http://doi.org/10.1093/jofore/fvx016>.
- 2018 Flores, D. "Standing in the Middle: Conducting Qualitative Research with Opposing Political Groups." *SAGE Research Methods Cases Part 2*. Online ISBN: 9781526437181. <http://doi.org/10.4135/9781526437181>.
- 2017 Flores, D. "Politicization Beyond Politics: Narratives and Mechanisms of Iraq War Veteran's Activism." *Armed Forces & Society*. 43(1):164-182. <http://doi.org/10.1177/0095327X16642041>.

- 2016 Flores, D. "From Pro-War Soldier to Anti-war Political Activist: Change and Continuity in Narratives of Political Conversion among Iraq War Veterans." *Symbolic Interaction* 39 (2):196-212. <http://doi.org/10.1002/SYMB.225>.
- 2016 Flores, D. "Book Review: Fighting For Peace: Veterans and Military Families in the Anti-Iraq War Movement." *Armed Forces & Society* 42 (2):472-474. <http://doi.org/10.1177/0095327X15574257>.
- 2014 Flores, D. "Memories of War: Sources of Vietnam Veteran Pro and Anti-war Political Attitudes." *Sociological Forum* 29 (1):98-119. <https://doi.org/10.1111/socf.1271>.
- 2011 Flores, D., Silva, F. P. M., Vaneti, V. C., and Braga, R. "Social Movement Unionism and Neoliberalism in São Paulo, Brazil: Shifting Logics of Collective Action in Telemarketing Labor Unions." *Societies Without Borders: Human Rights and the Social Sciences*. Volume 6. Issue 1: 73-101.
- 2002 Flores, D. "The Effects of Gentrification on a Youth Community Outreach Center." *The Berkeley McNair Research Journal* (10):111-132.

Data & Tools

- 2025 de Vries, J. R., Cacciapaglia, M. A., Flores, D., and Stoof, C. R. "Pyrotown: a Serious Game for Integrated Fire Management Students." Zonodo. <https://doi.org/10.5281/zenodo.15318803>
- 2022 Wildland Fire Metareview. Introductions by Jaelith Hall-Rivera, Deputy Chief State and Private Forestry and Cynthia West, Acting Deputy Chief Research and Development. (Science & practice videos, interactive pdf.'s audio book, and story maps). <https://www.fs.usda.gov/research/fire/response/metareview>.

Land Management Magazines

- 2024 Flores, D., Gumm, J., Anabel, C., Fleming, L., and Iverson, J. 2024. "Flames and Rapid Feedback: How Focus Groups Shaped Wildfire Response During COVID-19." *Science You Can Use Bulletin*. August 2024, Issue 68. <http://research/fs.usda.gov/treesearch/67923>.
- 2022 Moore, R., Avery, B., Avitt, A., Brown, H., and Flores, D. 2022. Managing Wildland Fire in a Pandemic. *Fire Management Today*. 80(1) p. 56. Special issue coordinator. https://www.fs.usda.gov/sites/default/files/fire-management-today/FS_Pubs_FMT_80-1-508.pdf

- 2022 Fores, D., Gumm, J., and Adams, T. An applied process for learning during the COVID-19 pandemic. *Fire Management Today* 80(1): 14-19.
https://www.fs.usda.gov/sites/default/files/fire-management-today/FS_Pubs_FMT_80-1-508.pdf
- 2018 Cooke, B. and D. Flores. “Recreating in Color: Promoting Ethnic Diversity in Public Lands.” *Science You Can Use Bulletin*. May-June 2018, Issue 30.
<http://research.fs.usda.gov/treearch/60205>.

Internal US Government Reports

- 2020 Russell, G., Flores, D., and Champ, J. “An Assessment of USDA Forest Service Tribal Relations in the Southwest. Tribal Relations Program.” USDA Forest Service, Region 3, Southwest Region.
- 2020 Flores, D., Fox, R., Iverson, J., Vennette, S., Jahn, J., Connelly, C., Howes, S., and Haire, E. “Learning from Crisis: Making Sense of COVID-19 during Fire Year
- 2020 Rocky Mountain Research Station, Human Performance, Innovation, and Organizational Learning Program.
- 2019 Flores, D., Hale, J., Haire, E., and Love, T. “Evolving Supervision: Field Dialogues Data Analysis in Support of Final Report.” USDA Forest Service Work Environment and Performance Office (WEPO). Washington, DC.
- 2019 Flores, D., Darnell, J., Forsgren, H., and Love, T. 2019. “Fire Leaders Meeting, Pre-Meeting Survey Participant Views.” Wildland Fire Training Center, Sacramento, CA.
- 2019 Russell, G., Flores, D., and Champ, J. 2019. *Communication, Collaboration, and Direct Dialogue: USDA Forest Service Tribal Relations in the Southwest*. Internal Administrative Report. Rocky Mountain Research Station.
- 2018 Flores, D., and D. Calkin. 2018. “Fire Accountability Survey for Highest WFSU Expenditure Forests.” US Forest Service Fire and Aviation Management, Washington, D.C.
- 2018 Flores, D. “Wildland Fire Normal Work Conditions Mapping.” US Forest Service Human Performance & Innovation and Organizational Learning Research, Development and Applications, Fort Collins, CO. 10 p.
- 2018 Flores, D., and E. Haire. “Wildland Fire Injury and Fatality Incident Analysis:

Themes within Conditions of Influence.” US Forest Service Human Performance & Innovation and Organizational Learning Research, Development and Applications, Fort Collins, CO. 14 p.

- 2017 Flores, D. “Life-work Dialogues: Focus groups discussions to inform the content and approach for 2018.” Forest Service, Office of Safety and Occupational Health. Washington, DC. 17 p.
- 2017 Flores, D. “Life-work preliminary results: Life-work dialogue participant survey work group dialogues April 27, 2017 to August 28, 2017.” Forest Service, Office of Safety and Occupational Health. Washington, DC. 20 p.
- 2017 Flores, D. “Summer of 16’: Post Season Expert Panel Dialogue.” Forest Service, State and Private Forestry, Fire and Aviation Management. National Leaders Council. Washington, DC. 8 p.
- 2017 Flores, D., and E. Haire. “Life First Final Report: An Exploration of the 2016 Wildland Fire National Engagement Sessions.” Forest Service, State, Private, and Tribal Forestry, Fire and Aviation Management. Washington, DC. 104 p.
- 2016 Flores, D., and D.J. Chapman. “Life First: An Exploration of Wildland Fire National Engagement Sessions.” Interim data analysis of engagements through 1 August 2016. Forest Service, State, Private, and Tribal Forestry, Fire and Aviation Management. Washington, DC. 73 p.
- 2016 Flores, D. “2016 Level 3 & 4 Fire Inquiry Synthesis and the Role of Life First.” Forest Service, State, Private, and Tribal Forestry, Fire and Aviation Management. Washington, DC. 2 p.
- 2015 Flores, D. “Social-cultural Review of Frog Fire Fatality Report and Twisp River Fire Fatalities Report.” Forest Service, State, Private, and Tribal Forestry, Fire and Aviation Management. Washington, DC. 2 p.

Manuscripts in Preparation

Flores, D., Sanchez, J. J., Falco, G., and Valenzuela, F. “US National Forest Visitor Use and the US Census Diversity Index”

Russel, G., Champ, J. G., and Flores, D. “Iterative Appraisal in Engaged Communication Research: Navigating Core Tensions between Researcher and Participant.”

Scholarly Presentations

- 2025 Flores, D., and Skelly, D. “Cutting through barriers and innovating to implement

the US Forest Service Wildfire Crisis Strategy.” Science & Wildfire Crisis Strategy Research & Development. Virtual.

- 2024 Flores, D., Fox, R., Jahn, J., Howes, S. S., Sanches, J.J., and Haire, E. R. “Why can’t we just burn it? Organizational barriers to implementing hazardous fuel treatments in the WUI.” Session T3.5 Emerging socio-economic Dynamics in Wildland-Urban Interface Forest Landscapes. XXVI International Union of Forest Research Organizations (IUFRO) World Congress. Stockholm, Sweden.
- 2024 Valenzuela, F., Flores, D., Sanchez, J. J., and Falco, G. “Recreation equity 10 years of change.” Society of Outdoor Recreation Professionals (SORP).. Lake Tahoe, NV.
- 2024 Flores, D., Iverson, J.O., Fox, R., Jahn, J., Venette, S. J., Howes, S. S., and Haire, E. R. “Risk and crisis communication in wildland firefighting.” International Crisis and Risk Communication Conference. Orlando, FL.
- 2024 Flores, D., Sanchez, J.J., Schlickman, E., Srivastava, L., Davila, A., Cui, J., and Cortez, J. “Anywhere outside my room: urban BIPOC youth perceptions of the outdoors.” USDA Forest Service, Research & Development, SCIENCEx Human Dimensions week (Recreating Equitably). Virtual.
- 2023 Flores, D., Iverson, J.O., Jahn, J., Fox, R. L., Conley, C., Howes, S.S., Haire, E. R., and Venette, S. J. 2023. “Navigating through Wildfire during a Pandemic: Focus Groups with Wildland Fire Management Employees during the COVID-19 Pandemic.” American Sociological Association. Philadelphia, PA.
- 2023 Sanchez, J.J., Flores, D., Schlickman, E., Srivastava, L., and Cortez, J. “Let’s build this together: Co-producing research with BIPOC outdoor recreation professionals.” International Association for Society & Natural Resources (ISSRM). Portland, ME.
- 2023 Flores, D., Fox, R. L., Jahn, J., Conley, C., Howes, S.S., Iverson, J.O., Venette, S. J., and Haire, E. R. “Focus Groups with Wildland Fire Management Employees during the COVID-19 Pandemic: A Method for Organizational Communication and Learning.” International Association for Society & Natural Resources (ISSRM). Portland, ME.
- 2023 Flores, D., Redmore, L., and Rushing, J. “Diversity, Equity, and Inclusion and Engagement in Outdoor Recreation – A Way Forward.” Science You Can Use Webinar Series. USFS, Rocky Mountain Research Station. Fort Collins, CO.
- 2022 Sánchez, J.J., Flores, D., Srivastava, L., and Schlickman, E. “Understanding the

social-economic benefits of educational outdoor recreation programs for underserved youth of color.” International Association for Society and Natural Resources (ISSRM). San Jose, Costa Rica.

- 2022 Flores, D. “Wildland Fire in the United States.” Department of Environmental Sciences, Wageningen University, The Netherlands..
- 2021 Flores, D., Iverson, J., Fox, R., and Venette, S. “Pivoting during the pandemic: How COVID-19 and the 2020 wildland fire season created a novel learning opportunity for US Forest Service wildland fire.” 16th International Wildland Fire Safety Summit & 6th Human Dimensions of Wildland Fire Conference. Asheville, NC.
- 2021 Flores, D. “Understanding Public Perceptions of Biotechnology.” Society and Policy Influences on Biotechnology Risk Assessment for Restoration of Threatened Forest Tree Species. Purdue University. West Lafayette, IN.
- 2021 Flores, D., and Winter, P. “Recreation Diversity and Equity – A Conversation.” Asian Pacific American Employees Association (APAEA). Washington, DC.
- 2021 Flores, D. “Outdoor Recreation on Public Lands in the United States.” XVIII Congresso Brasileiro de Ecoturismo e Turismo de Aventura (ABETA). Virtual.
- 2021 Flores, D. “Careers and Opportunities in Government Research.” College of Applied Arts, Latina/o Studies Department, Texas State University San Marcos, TX.
- 2020 Flores, D., Iverson, J., Gumm, J., and Affuso, J. “Learning from Crisis: Making Sense of COVID-19 During Fire Year 2020.” USDA Forest Service Senior Fire Leaders meeting. Virtual.
- 2020 Flores, D.; and Winter, P. “Diversity and Outdoor Recreation. Recreation, Heritage, and Volunteer Resources (RHVR) & Wilderness and Wild and Scenic Rivers (WWSR).” USDA Forest Service. Virtual.
- 2020 Sanchez, J.J., and Flores, D. 2020. “The Changing Dynamics of Latinx outdoor recreation.” National Wilderness Society Workshop. Virtual.
- 2020 Flores, D., and Hale, J. “A Review of Social Science and the use of Genetically Modified Trees.” Society and Policy Influences on Biotechnology Risk Assessment for Restoration of Threatened Forest Tree Species. Purdue University. Virtual.

2020. Flores, D. "Evolving Supervision: Field Dialogues Data Analysis in Support of Final Report." USDA Forest Service, Office Work Environment and Performance Office. Virtual.
- 2020 Flores, D., and Calkin, D. "Fire Planning Accountability & Fire Decision Making." USDA Forest Service, Risk Management Assistance (RMA) meeting. Virtual.
- 2020 Flores, D. "Recreation Research in the US Forest Service" Educating Students of Color Summit. Colorado College. Colorado Springs, CO.
- 2019 Sanchez, J.J., Pizano, N., Higgins, A., and Flores, D. "Nature's characteristics and benefits influence Latinos environmental responsibility." XXV International Union of Forest Research Organizations World Congress. Curitiba, Brazil.
- 2019 Flores, D. "Many Communities – One Community." National Wilderness Stewardship Alliance, 2019 Central Rockies Wilderness Volunteer Workshop. Fort Collins, CO.
- 2019 Flores, D. "The Changing Dynamics of Latino Outdoor Recreation on National and State Public Lands." International Symposium on Society & Natural Resources (ISSRM), Oshkosh, WI.
- 2019 Flores, D. "Leveraging Social Science to Understand our Work Environment." USDA Forest Service R4-RMRS Chief's Review and Leadership Meeting. Ogden, UT.
- 2018 Flores, D. "Pre-Season Planning and Collaboration in High-Suppression Forests." 15th International Wildland Fire Safety Summit and 5th Human Dimensions of Wildland Fire Conference. Asheville, NC.
- 2018 Flores, D. "A Record of Change: Science and Elder Observations on the Navajo Nation." Moderator. Film and panel discussion. Wolverine Publik House, Fort Collins, CO.
- 2018 Flores, D., and L. Santiago. 2018. "Climate Risk Before and After Hurricane Maria: The Case of San Juan, Puerto Rico." American Sociological Association. Philadelphia, PA.
- 2018 Flores, D. "US Forest Service Rocky Mountain Research Station Human Dimensions Program." Official Delegation from Brazil. USDA Forest Service, Rocky Mountain Research Station, Fort Collins, CO.

- 2018 Flores, D. "Managing Climate Induced Risk at the Local Level Before and After Hurricane Maria: The Case of the San Juan Watershed." International Symposium on Society and Resource Management (ISSRM). Snowbird, UT.
- 2018 Flores, D.; and D. Calkin. "Pre-Fire Accountability: Survey of Highest WFSU Expenditure Forest." USDA Forest Service Senior Fire Leaders meeting. Denver, CO.
- 2018 Flores, D. "Recreation Trends Among Racial and Ethnic Underrepresented Groups on National Forests." USDA Forest Service, Washington, DC.
- 2018 Flores, D. "Post-Fire Assessment: 2018 Incident Decision Evaluation Survey." USDA Senior Fire Leaders meeting. Phoenix, AZ. (11/28/18).
- 2018 Flores, D. "Visitation Trends Among Racial and Ethnic Underrepresented Groups on National Forests." USDA Forest Service, Rocky Mountain Research Station Leadership Team. Fort Collins, CO.
- 2017 Flores, D. "2017 Life-Work Post-engagement Focus Group Summary." USDA Forest Service Safety Engagement Core Team. Washington, DC.
- 2017 Flores, D., Gallegos E., Vandrags, B., LaDell A., Hoose, D., and Schuster, G. "Social Dimensions of Wild Horses and Burros in the southwest." USDA Forest Service Middle Leaders Program. Albuquerque, NM.
- 2017 Falco, G., Flores, D., Roberts, N.S., and Valenzuela, F.P. "Recreation Equity: Diversity and the US Forest Service." Society of Outdoor Recreation Professionals (SORP). Scottsdale, AZ.
- 2017 Flores, D. "Latino Outdoor Recreation Narratives." Society for Outdoor Recreation Professionals (SORP). Scottsdale, AZ.
- 2017 Santiago, L., Castillo, M., and Flores, D. "Community Perceptions of Changes in Flood Risk Management Strategies: The Case of a Densely Urbanized Watershed in San Juan, Puerto Rico." 47th Annual Urban Affairs Association Conference. Minneapolis, MN.
- 2017 Flores, D. "Latinos and Outdoor Recreation on Public Lands." Pacific Sociological Association 88th Annual Meeting. Portland, OR.
- 2017 Flores, D. "Latino Outdoors: Using Storytelling and Social Media to Increase Diversity on Public Lands." Interactions of Society and the Environment. Fort Collins, CO.

- 2017 Flores, D. "Summer of '16 Post-season Fire Expert Panel Dialogue, January 25–26, 2017." National Fire Leadership Council. Portland, OR. (4/25/17).
- 2016 Flores, D. "2017 Life First/Safety Engagement of Employees: Expert Panel Dialogue Content Analysis." USDA Forest Service, Washington Office, Washington, DC.
- 2016 Sánchez, J.J., González-Cabán, A.; Loomis, J.; and Flores, D. "Understanding Social and Economic Barriers for Access to National Forest Recreational Opportunities by Underrepresented Hispanic Populations. Why So Few?" Women and Minorities in US Forest Service Research Workshop, PNW and PSW Research Stations, Portland, OR.
- 2016 Flores, D., and K.T. Cruz. "Adapting to Climate Change and Managing Clean Water in San Juan, Puerto Rico." International Symposium on Society and Resource Management (ISSRM). Houghton, MI.
- 2016 Flores, D., and K.T. Cruz. "Urban Tropics: Adapting to Climate Change in San Juan, Puerto Rico." Annual Meeting of the Pacific Sociological Association. Oakland, CA.
- 2016 Flores, D. "Life First: An Exploration of Wildland Fire National Engagement Sessions." Senior Fire Leaders meeting, Sacramento, CA.
- 2016 Flores, D. "A Qualitative Approach to Understanding How Communities are being Impacted by Climate Change." Department of Sociology, College of Liberal Arts, Colorado State University. Fort Collins, CO.
- 2015 Flores, D. "The Human Dimensions of Climate Change." Southwestern Indian Polytechnic Institute. Albuquerque, NM.
- 2015 Flores, D. "Social Science in the US Forest Service." National Hispanic Environmental Council's Western Institute. Placerville, CA.
- 2015 Flores, D. "Perceptions, Attitudes, and Beliefs about Recreation in Underrepresented Communities." Intermountain Region and Rocky Mountain Research Station workshop on Forest Plan Revision. Ogden, UT.
- 2014 Flores, D. "Narratives of Political Conversion: The Accounts of Iraq War Veterans Turning Against the War." Annual Meeting for the American Sociological Association, San Francisco, CA.

- 2013 Flores, D. "Federal Employment and the Presidential Management Fellowship Program." Robert Wood Johnson Center for Health Policy, University of New Mexico, Albuquerque, NM.
- 2013 Flores, D. "Becoming a Presidential Management Fellow." University of Michigan Graduate School and Beyond: 4th Annual Career Day Conference. Ann Arbor, MI.
- 2013 Flores, D. "Historias orales en el monitoreo, reporte y verificación a nivel local" Taller de Experiencias de Monitoreo Participativo de Recursos Forestales a Nivel Local (Workshop on Community Monitoring Experiences for Forest Resources at the Local Level). Guadalajara, Mexico.
- 2013 Flores, D. "Tribal relations and the US Forest Service." Southwestern Indian Polytechnic Institute. Albuquerque, NM.
- 2012 Moderator. "Veterans and Cultural Constructions." Refereed Roundtable Session Section on Peace, War, and Social Conflict. Annual Meeting for the American Sociological Association. Denver, CO.
- 2011 Flores, D. "Breaking Frames: Combat Events and the Development of Iraq War Veteran Political Consciousness." Annual Meeting for the American Sociological Association. Las Vegas, NV.
- 2010 Flores, D. "Experiencing War and Politics: The Sources of Vietnam Veteran Political Attitudes." Annual Meeting for the Pacific Sociological Association. Oakland, CA.
- 2009 Flores, D., Silva, F.P.M., Vaneti, V.C., and Braga, R. "Business Unionism and Social Movement Unionism in São Paulo, Brazil: The Battle for Workers Solidarity in the Telemarketing Industry." Impacts of Research on a Diverse Society Research Symposium, University of Michigan. Ann Arbor, MI and *XVII International Sociological Association World Congress of Sociology. Gothenburg, Sweden. AND 5th Annual AGEPSBES Conference Racial/Ethnic Diversity in the Social, Behavioral, and Economic Sciences, University of Texas at Austin, Austin, Texas.
- 2008 Flores, D. "Vietnam Veteran Political Attitudes." 10th Annual Chicago Ethnography Conference, Northern Illinois University. DeKalb, IL.
- 2007 Flores, D. "Negotiating the Anxiety of Ethnographic Field Work." International Congress of Qualitative Inquiry. University of Illinois, Urbana-Champaign, IL.

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| 2006 | Flores, D. "The Process of Day Labor Work." Society of Latino Scholars, Annual Conference. Michigan State University. East Lansing, Michigan. |
| 2005 | Flores, D. "Negotiating Wages." American Sociological Association Annual Meeting. Philadelphia, Pennsylvania. |
| 2002 | Flores, D. "The Effects of Gentrification on a Youth Community Outreach Center." Ronald E. McNair Undergraduate Research Symposium. University of California, Berkeley. |

Organized Workshops

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| 2023 | Workshop organizer. BIPOC recreation on public lands. Pasadena, CA. |
| 2015–present | Organizing committee, Interactions of Society and the Environment Seminar Series. Fort Collins, CO. |
| 2015–17 | Organizing Committee. Human Dimensions of Climate Change Science Collaborative. Albuquerque, NM. |

Awards

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| 2023 | USDA Forest Service, Rocky Mountain Research Station, Best Technology Transfer Publication. |
| 2021 | USDA Forest Service Chief's Honor Award. |
| 2020 | Organization for Economic Co-operation and Development (OECD), Co-operative Research Program: Biological Resource Management for Sustainable Agricultural Food Systems. Wageningen University, The Netherlands. |
| 2018 | USDA Forest Service, Rocky Mountain Research Station, Early Career Scientist Publication Award. |
| 2018 | USDA Certificate of Merit. |
| 2018 | USDA Certificate of Appreciation. |
| 2017 | USDA Certificate of Merit. |
| 2013 | USDA Forest Service 10 New Scientists Initiative. |

2012	Presidential Management Fellowship, U.S. Office of Personnel Management
2010	The Horowitz Foundation for Social Policy with special recognition of the Harold D. Lasswell Award.
2008	SSF Brazil Summer Fellowship, Sociologists Without Borders.
2007	Foreign Language Area Studies (FLAS) Fellowship. Sao Paulo, Brazil.
2005	National Science Foundation Graduate Research Fellowship (Multi-year award).
2005	Ford Foundation Pre-doctoral Fellowship (Multi-year award)
2004	American Sociological Association's Minority Fellowship Program (Multi-year award).
2004	Rackham Ronald E. McNair Scholar Fellowship.

Courses Taught

Introduction to Sociology
 Sociology of Race & Ethnicity
 Sociology of Marriage & Family
 Qualitative Methods
 Pyrogeography

Student Committees

In Progress	Ph.D. Emily R. Haire, Department of Sociology, Colorado State University.
2024	Ph.D., Jaclyn F. Rushing, Department of Society and Conservation, University of Montana.
2024	M.S. Myrium De Vroome, Resilient Farming and Food Systems, Wageningen University & Research, the Netherlands.
2022	Ph.D. Gregory Russell, Department of Journalism and Media Communication, Colorado State University.
2021	M.S. Marissa Lee, Department of Agricultural Economics, Colorado State University.

Competitive Grants

2024	USDA Forest Service Research & Development, Fire & Aviation Management. “Management Science and Safety.” (\$1 million).
2023	USDA Forest Service Research & Development Bipartisan Infrastructure Law (RDBIL). “Understanding and Evaluating USFS organizational barriers, knowledge gaps, and resource needs for successful implementation of the Wildfire Crisis Strategy” (\$2.1 million).
2022	California Natural Resource Agency Youth Community Access Grant. “Understanding the social-economic benefits of educational outdoor recreation programs for underserved youth of color” (\$300,000).
2021	Organization for Economic Co-operation and Development (OECD). “Co-operative Research Programme: Biological Resource Management for Sustainable Agricultural Systems (13,464 Euros).
2019	US Forest Service Washington Office Research & Development. “Developing a Management Tool for Tribal Relations with National Forests” (\$50,000).
2016	National Fireplan. “Adapting to Wildfire: Defining Pathways for Creating Fire Adapted Communities” (\$200,000.00).

Government Grants Managed

2024	Making Research Count by Training and Mentoring Programs to Cultivate Wildfire Community of Practice. University of Colorado. Grant #24-CS-11221636-138 (\$100,607).
2024	Communities of Practice and Learning. Texas State University. Grant #24-JV-11221636-164 (\$100,000).
2023	Understanding and Evaluating Forest Service Barriers, Knowledge Gaps, and Resource Needs for Successful Implementation of the Wildfire Crisis Strategy. Grant #23-JV-11261940-114 (\$99,980).
2023	CoMFRT U.S. Forest Service Information Barriers to Wildfire Mitigation. Dr. Steven Venette, University of Southern Mississippi. Grant #23-CS-11221636-104 (\$300,000).
2023	Oak Ridge Institute for Science and Education (ORISE). Grant #23-IA-11221636-125 (\$300,000).

- 2023 Outdoor Recreation Data Analysis. Dr. Emily Schlickman, University of California, Davis. Grant #23-JV-11221636-147 (\$52,250).
- 2023 Providing Educational Outdoor Recreation Programs for Underserved Youth of Color. Outward Bound Adventures. Grant #23-JV-11221636-146 (\$225,000).
- 2021 Exploring Adaptive Capacity and Cross-Boundary Wildland Fire Adaptation. University of Idaho. Grant #21CS-11221636-128 (\$94,600).
- 2021 Investigating Wildfire Cross-Boundary Collaboration and Governance. University of Montana. Grant #21-CS-11221636-068 (\$150,000).
- 2021 CoMFRT Social Networking Team. Portland State University. Grant #21-CS-11221636-127 (\$124,000).
- 2017 Organizational Culture within the US Forest Service. Social Climates LLC. Grant #17-JV-11221636-131 (125,000).
- 2016 Vulnerable Communities and Organizational Systems. Dr. Joe Champ, Colorado State University. Grant #16-JV-11221636-146 (\$73,000).
- 2014 San Juan Urban Long-Term Research Area. Dr. Luis Santiago, University of Puerto Rico. Grant #14-JV-11221636-110 (\$38,000).
- 2014 Tribal Climate Change Efforts and Forum. Sue Wotkyns, Institute for Tribal Environmental Professionals, Northern Arizona University Grant #10-JV-11221636-261 (\$50,000).

Service

- 2013- Reviewer for multiple academic journals including *Society and Natural Resources*, *Journal of Forestry*, *Environmental Management*, *Criminology*, *Armed Forces & Society*, *Journal of Latino Studies*, *Journal of Leisure Research*, *Journal of Emergency Management*, *New Forests*, *Journal of Park and Recreation Administration*, *Leisure Sciences*, *International Journal of Wildland Fire*.
- 2013- Reviewer for the following grants and programs: Minnesota Sea Grant; Westin Foundation National Prescribed Fire Training Program, Canada; Program Charter Human Performance and Organizational Learning Research Development and Application Program (HPOL RD&A); US Forest Service National Climate Assessment; USFS Wildland Fire Meta-Review.

- 2022 Coordinator. Special issue “Managing Wildland Fire in a Pandemic” *Fire. Management Today* Vol 80. Iss. 1.
- 2012-2013 Presidential Management Fellowship Committee on Chief’s Funding.
- 2006-2007 Graduate Student Representative for Personnel Committee. Department of Sociology, University of Michigan.
- 2005-2006 Co-Chair, Sociologists of Color. Department of Sociology, University of Michigan.

Professional Development

- 2024 Wildland Firefighter Type 2 Crewmember Training.
- 2019 USAID Office of Foreign Disaster Assistance, Assessments and Analysis Training for International Disaster Response, Washington, DC.
- 2018 National Advanced Fire and Resource Institute, Coordinated Response Protocol Standing Team Training Course.
- 2017 US Forest Service Middle Leaders Program.
- 2016 US Forest Service International Programs Disaster Assistance Support Program.
- 2014 Leaders as conveners.
- 2013 IAP2 Public Participation for Decision-makers.
- 2013 Congressional Briefing Course.
- 2012 Presidential Management Fellow orientation.
- 2012 National Environmental Policy Act training.
- 2011 Michigan AGEF Alliance Dissertation Writing Retreat. Michigan State University, W. K. Kellogg Biological Station and Conference Center, Hickory Corners, Michigan.
- 2009 University of Denver National Summer Institute. “Promoting Multicultural Excellence in the Academy.” Denver, Colorado.

- 2008 “Qualitative Data Analysis: With and Without the Use of Computers.” University of Michigan Summer Institute in Survey Research Techniques.
- 2008 “Qualitative Methods: Overview and Semi-Structured Interviewing.” University of Michigan Summer Institute in Survey Research Techniques.

Professional Affiliations

American Sociological Association
 International Association for Society & Natural Resources
 Society of Outdoor Recreation Professionals
 International Association of Wildland Fire
 International Crisis and Risk Communication Association
 International Union of Forest Research Organizations

Other Professional Positions Held

- 2008-2009 International Institute of Tropical Forestry, San Juan, Puerto Rico.
- 2003-2004 Research Assistant, University of Michigan Project: Low Income African-American Views Toward Work and Work Opportunities in Camden, New Jersey. Professor Alford Young Jr.
- 2003-2004 Student Advising Officer II, Ronald E. McNair Program.
- 2002-2003 University of California, Berkeley. Student Coordinator, Hispanic Scholarship Fund.
- 2001-2002 University of California, Berkeley. Operations Coordinator, Raza Recruitment and Retention Center. University of California, Berkeley.
- 1993-2000 United States Marine Corps.

References

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