

Minnesota Chapter of The Wildlife Society

Volume 41, Issue IV

December 2014

Inside this issue:

Annual Meeting Announced	3
Tentative Annual Meeting Agenda	4
Plenary Speakers	6
Meeting Pre-registration	8
Awards Nomination Information	9
Board Elections—Candidates & Positions	13
TWS Council Update	23
Regional Reports	25
Board Minutes	33
Treasurer Report	39
Voices From the Swamp	40
Other Items	42

President's Message

Hello Wildlifers! How did we arrive at December already? It seems like just 10 months ago we were all together in Bemidji at our annual conference in February. Fortunately the 2015 Annual Conference, held jointly with WI TWS, is just around the corner, February 17-19 in Duluth. President-elect Rich Olsen has been working hard with his Wisconsin counterparts to assemble a fantastic meeting. The plenary session is titled "Carbon Solutions for a Warming World" and promises to be a thought-provoking way to kick off our conference. In addition to the usual paper and poster sessions, there will also be special sessions on elk restoration and management, the use of LiDAR in wildlife research, and wild rice management. The Welcome Reception and Fundraiser will be on Tuesday night, the Awards Banquet on Wednesday, and a Student Leader's Breakfast on Thursday. This is the first time that WI and MN have met jointly and we are anticipating over 400 registrants in Duluth. Conference will be held at the downtown Holiday Inn, which is very close to restaurants, pubs, and shopping in both downtown and in Canal Park. It is going to be a great time! PS Don't forget that abstracts are due by January 9!

MNTWS has been busy since our last newsletter. We held two more Copper Bullet Demonstrations, one in Clear Lake and another in Littlefork, which resulted in direct contacts with hunters and also indirect contacts through media and other outreach. We have officially signed on as a participant in the upcoming LCCMR-funded project "Hunter's Choice" to conduct more copper bullet demonstrations in 2015 and continue to

educate Minnesota hunters and the public about the effects of lead ammunition on our wildlife resources. Our Wetlands Committee has issued a white paper titled "Ecological Effects of Tile Drainage" and will be preparing comments for the public comment period on changes to offsite wetland determinations by the Natural Resources Conservation Service. We sent a letter to the Minnesota Sports Facility Authority encouraging them to incorporate bird-safe designs into the construction of the new Vikings stadium in downtown Minneapolis. Past-President Jodie Provost represented MNTWS at the Minnesota Pheasants Summit in Marshall, MN on December 13. Finally, our Elections Committee has gathered an impressive slate of candidates for our upcoming Chapter elections. Thank you to all the candidates who volunteered to run. AND PLEASE VOTE!



President's Message (continued)

We also are continuing in our Strategic Planning exercise, with the primary goals of creating a three-year strategic plan and reshaping our organizational structure to be more efficient and sustainable in our mission of member support and wildlife advocacy. The nonprofit Freshwater Future will be facilitating our effort, and they have helped us secure a \$3000 grant to defray most of the cost. The Strategic Planning Committee (comprised of 5 past, present, and future Presidents and 2 at-large members) hopes to make significant headway in the next 2+ months so that we can agree on the final details of the "Plan" during the annual conference. In conjunction with our strategic planning effort, we are also planning a Past Presidents Roundtable on February 16 in Duluth. This will be an opportunity for some fun and fellowship with our past leadership and an opportunity to get their insights about the future direction of MNTWS. We will updating you all about the process during the Members Meeting on February 18. The final plan will go out to the membership for comment as soon as we can after the Annual Meeting.

This is my last President's Message! It has been an honor and privilege to serve over the past year in our storied organization. I look forward to working with you all as move forward. Happy Holidays and see you in Duluth!

Sincerely,



Steve K. Windels
President, MNTWS



Election Time—Board Positions and Candidates

All members are invited to vote for candidates to serve on the 2015 board in the following positions:

- ☐ *President-elect*
- ☐ *Secretary*
- ☐ *Treasurer*
- ☐ *Region 2 Representative*
- ☐ *Region 4 Representative*
- ☐ *Region 6 Representative*

Descriptions of the positions and duties are available in the Chapter's Operations Manual at <http://drupal.wildlife.org/minnesota/>

Pages 14-23 contain information on candidates running for each position.

Special thanks to Jodie Provost for spearheading the effort to solicit members to run for these important positions.



2015 Joint Annual Meeting Minnesota & Wisconsin Chapters of The Wildlife Society

February 17-19, 2015 • Duluth, Minnesota



Plan to Attend. The Annual Meeting of the MN & WI Chapters of TWS will be held jointly this year at the Holiday Inn & Suites (<http://www.hiduluth.com>) and Duluth Entertainment Convention Center (<http://www.decc.org>) in Duluth Minnesota, February 17-19, 2015. The event is expected to bring together 400 wildlife professionals, educators, students, and supporters from state, federal, non-profit, academic, and tribal organizations within Minnesota and Wisconsin. Highlights will include a Plenary Session on Global Warming and special technical sessions on LiDAR Applications, Elk Management in the Midwest, and Wild Rice Management. With more than 50 technical talks, poster displays, networking opportunities, student events, and a joint awards banquet, there will be many opportunities to learn and reconnect with colleagues in Minnesota and Wisconsin.

Registration

Registration is now open by mail (meeting registration form) or online by credit or debit card at <http://wildlife.org/mwmeeting>. Take advantage of early bird pricing (\$55 for professionals and \$25 for students) by registering before January 30, 2015. Registration after this date will incur a \$10 late fee. Onsite-registration will be available at 10:00 am on Tuesday. Meals are not included in the registration fee.

Accommodations

Our host hotel, Holiday Inn & Suites, is offering participants a discounted room rate of \$94/night plus tax for our block of rooms. Room reservations must be made by 30 January 2015 to guarantee the discounted rate. Make hotel reservations online by clicking [Wildlife Society](#) or call Holiday Inn & Suites direct at (218/722-1202 or 800/477-7089), and be sure to mention the MN-WI Wildlife Society Meeting.

Special Events

The annual meeting will kick-off Tuesday at the Duluth Entertainment Convention Center with an exciting Plenary Session, **“Global Warming: Carbon Solutions for a Warming World”**. Dr. Ben Zuckerberg, Peter Donovan, Judith Schwartz, and Dr. W. Richard Teague have been recruited to address the theme.

Tuesday evening's **Welcome Reception & Fundraiser** will be the perfect time to catch up with colleagues and friends while enjoying appetizers and drinks. A silent auction and raffle will offer the chance to bid on or win wildlife art, homemade crafts, and other great items. Tickets cost only \$15.

Annual Meeting (continued)

Wednesday evening the DECC will host our annual **Awards Banquet**. Dinner will feature the choice of two regionally-inspired plates, the Minnesota wild rice stuffed Chicken Minnesota or Baked Acorn Squash served with Minnesota wild rice (vegetarian/vegan). The banquet is also our opportunity to honor and celebrate the accomplishments of our award winners during a special ceremony. Tickets cost \$33.

Students will find a number of special events geared towards their professional development, including a student professional mixer, student leaders' breakfast, quiz bowl, and a paper and poster competition.

Tentative Schedule at a Glance

Tuesday, 17 February 2015

8:00a-12:00p	DNR-USFWS Coordination Meeting
9:00a-12:00p	MN Chapter Executive Board Meeting
1:00p-5:00p	Plenary Session: " Global Warming: Carbon Solutions for a Warming World "
6:00p-7:00p	Student/Professional Mixer
6:30p-7:30p	Poster Session
7:30p-9:30p	Welcome Reception & Fundraiser

Wednesday, 18 February 2015

8:00a-12:00p	Concurrent Paper Sessions
1:00p-3:30p	MN & WI Chapter Business Meetings
3:30p-5:30p	Student Quiz Bowl
5:30p-7:00p	Pre-Banquet Mixer
7:00p-10:00p	Awards Banquet

Thursday, 19 February 2015

6:30a-8:00a	Student Leaders Breakfast
8:30a-12:00p	Concurrent Paper Sessions
1:00p-3:00p	ATS Workshop



Global warming is not a far-off problem, and it is no longer a seasonal event. It is happening now and is and will be having very real consequences for life and our environments. Global warming may be the greatest threat to humanity, yet it is an accelerating change of our own making. The change is so slow and our memories so short, that observing the warming world is difficult. Change is coming whether you believe it or not.

Is there a sense of change in the air? The public is taking more interest and beginning to demand action as evident by the more than 300,000 people marching through the streets of NYC in September 2014 as part of the Climate Change Summit in what may have been the largest climate change demonstration ever. When the Climate Change Summit comes to Minneapolis, MN in October 2015 will we be ready to implement change and reduce and sequester the greenhouse-gas emissions that contribute to global warming?

Less Debate, More Action! The joint meeting of Minnesota and Wisconsin Chapters of The Wildlife Society, February 17-19, 2015 in Duluth, MN will offer respite from the current political dialog, chatter, and general inaction. Our plenary session will address one solution to the carbon problem that we can implement now: the soil. We will focus on ecological effects of global warming and changing climate, understanding the carbon cycle and how carbon in the atmosphere can be returned to the soil where it belongs while providing other benefits to the environment. We will shift the conversation from addressing technical solutions and political banter and instead delve into the dirt of creative biological solutions.

Our featured plenary speakers, Dr Benjamin Zuckerberg, Peter Donovan, Judith Schwartz, and Dr. W. Richard Teague, will set the stage and challenge the way we look at and address the defining issue of our day. They will explore the potential outcomes and consequences that we will be held accountable for to our children, the environment, and their future.

Global Warming: Carbon Solutions for a Warming World

Plenary Session | February 17, 2015 | 1:00 – 5:00 PM

MN & WI Chapters of The Wildlife Society Annual Meeting

Harborside Convention Center at the DECC in Duluth, Minnesota

Featured Plenary Speakers



Benjamin Zuckerberg is an Assistant Professor in the Department of Forest and Wildlife Ecology at the University of Wisconsin-Madison. Dr. Zuckerberg's lab focuses on advancing the field of climate change ecology by studying how forces of climate and land use change impact wildlife populations from local to national scales. The evidence that wildlife populations are responding to modern climate change is now overwhelming. Climate change transcends political and jurisdictional boundaries and adds significant uncertainty to the conservation and management of our natural resources. Dr. Zuckerberg will discuss the observed and predicted trends in climate within an ecological context, identify the ecological and evolutionary impacts of climate change on wildlife populations and communities, and present research on how climate change vulnerability assessment is an increasingly important tool for modern conservation.



Peter Donovan is co-founder of the Soil Carbon Coalition whose goal is to advance the practice and spread awareness of the opportunity to turn atmospheric carbon into soil organic matter. His principal project is the Soil Carbon Challenge, which measures how fast land managers can turn atmospheric carbon into water-holding, fertility-enhancing soil organic matter. He will explain the carbon cycle--why it is the mother of all ecosystem services, why and how water follows carbon, and how our management, policy, and decisions are influential elements of this most powerful and creative planetary force. Peter's presentation will be phenomenally interesting, thought-provoking, challenging and deeply inspiring.



Judith D. Schwartz is a longtime freelance writer from southern Vermont whose work has appeared in various venues across the publishing spectrum. She is the author of several books, including *Cows Save the Planet and Other Improbable Ways of Restoring Soil to Heal the Earth*. Drawing on the work of thinkers and doers, renegade scientists, and institutional whistleblowers from around the world, Judith will challenge conventional thinking about global warming during her talk. Much of the carbon dioxide that burdens the atmosphere is not the result of fuel emissions, but from agriculture; returning carbon to the soil not only reduces carbon levels but also enhances soil fertility. The solution to our carbon and global warming issues lies beneath the ground we walk on, and the proper management of soil could solve a long list of environmental problems.

Global Warming: Carbon Solutions for a Warming World

Plenary Session | February 17, 2015 | 1:00 – 5:00 PM

MN & WI Chapters of The Wildlife Society Annual Meeting

Harborside Convention Center at the DECC in Duluth, Minnesota



W. Richard Teague, Ph.D. is an Associate Resident Director and Professor at Texas A&M AgriLife Research, Vernon, Texas. His primary focus is to conduct a ranch-scale, multi-county assessment that addresses three related objectives in the context of the Climate Change Mitigation and Adaptation: (1) Determine the extent that grazing strategies influence key ecosystem services (especially soil and vegetation carbon sequestration), soil fertility and stability, water quality, net primary and secondary production, and the economic viability of working ranches that contribute to the retention of open space and rural community health in the Southern Plains of the USA. (2) Determine the extent that different grazing management strategies can be used by livestock producers to mitigate and adapt to alternative climate change scenarios, and (3) Evaluate the long-term economic consequences of using alternative-grazing management strategies to achieve rangeland restoration and production goals. Dr Teague will cover how ranchers successfully managed their predominantly livestock based businesses to facilitate wildlife habitat and management in addition to soil carbon and biodiversity consequences of using different livestock grazing strategies.

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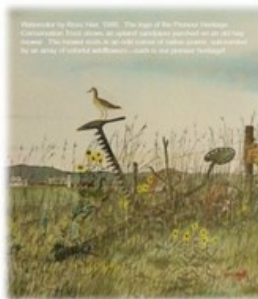
2015 Joint Annual Meeting Sponsors

**Lake States
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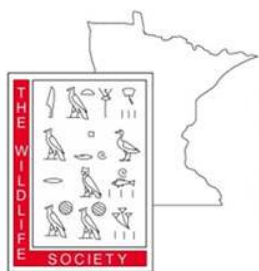
**Pioneer Heritage
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Vectronic Aerospace

**Natural Resources
Research Institute**

UNIVERSITY OF MINNESOTA DULUTH
Driven to Discover



2015 Joint Annual Meeting Minnesota & Wisconsin Chapters of The Wildlife Society

February 17-19, 2015 • Duluth, Minnesota



REGISTRATION (DUE BY JAN. 30, 2015)

Name: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____ E-mail: _____
 Organization: _____ Title: _____

Annual Meeting:

		Amount
Registration – Regular/Retiree.....	\$55	_____
Registration – Student.....	\$25	_____
Plenary-Only/One-Day Pass.....	\$25	_____
Tues Welcome Reception.....	\$15	_____
Wed Awards Banquet.....	\$33	_____
Circle One: Chicken Acorn Squash (Vegan)		
Late fee (if post-marked after Jan 30).....	\$10	_____

Membership:

MN Regular Membership.....	\$15/year	_____
MN Student Membership.....	\$5/year	_____
MN Retiree Membership.....	\$7.50/year	_____
MN Life Membership.....	\$375	_____
WI Membership.....	\$10/year	_____

(Cash or Checks Payable to MN TWS or WI TWS)

Total Due: _____

OR REGISTER ONLINE AT: <http://wildlife.org/mwmeeting/>

Have you been a Chapter member in the past? YES - MN YES - WI NO

Please circle all that apply:

MN TWS Life Member North Central Section Member TWS National Member

SEND FORM & PAYMENT TO

MN: LINDSEY SHARTELL, 33988 WABANA RD, GRAND RAPIDS, MN 55744

WI: TRAVIS ANDERSON, 5808 CTH C, SPRING GREEN, WI 53588

DEADLINE DECEMBER 31st!

Award Nominations Requested

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." Margaret Mead

This year our Awards will be presented at the Chapter's Annual Meeting scheduled for Feb. 17-19, 2015 at the Harborside Convention Center in Duluth, MN.

The deadline for receipt of nominations is *December 31, 2014*

A nomination form is included with this newsletter and can be found on MNTWS website <http://drupal.wildlife.org/minnesota/awards>

The nomination process is easy: Send Thom Soule an e-mail with the nomination form explaining why the person or organization you are nominating should receive the Award. (souletp@bektel.com)

Include their name, address, phone number, e-mail address, and the name of their hometown newspaper (if known), so we can publicly recognize the recipients. If needed add more pages of background information and/or supporting information to help the Awards Committee understand why your nominee is deserving of the award.

You may find it helpful to look over the list of previous recipients (page 13) and the description of each award. Descriptions of our Awards and their history are available on the Chapter website <http://drupal.wildlife.org/minnesota/sites/wildlife.org.minnesota/files/AwardsHistory2013.pdf>.

Please take a moment now and review the Awards History to reacquaint yourself with these friends. Then, think of someone who would fit well in the company of previous recipients, and e-mail me the nomination. Remember how nice it is to be pleasantly surprised and how welcome an award can be to a hard-working individual or organization

OTHER AWARDS

If you know of MN TWS members who received an award during the past year from another organization, please let me know. We will also recognize these individuals during the awards ceremony at the annual meeting.



Award Nominations**2014 MNTWS AWARD NOMINATION**

Date: _____

Award: (Circle or underline one):

- 1) Minnesota 2) Conservation 3) Student Conservationist 4) Law Enforcement 5) Janet Boe Memorial
6) Bob Fedeler Memorial

Nominee information:

Name: _____

Address: _____

City _____ State _____ Zip _____

Phone number: _____ Email address: _____

Affiliation: _____

Hometown newspaper: _____

Nominator information:

Name: _____

Affiliation: _____

Phone: _____ Email address: _____

Please explain why you are nominating this person for a MNTWS award in a short biography and brief write up his/her character, qualities, and accomplishments. (Attach extra sheets if necessary.)

Return this nomination by December 31st, 2014 to:

Thomson P. Soule,
14352 405th St. NE
Driscoll, ND 58532
(701)387-4420
souletp@bektel.com



The Minnesota Chapter of The Wildlife Society has seven annual awards that are presented at its Annual Meeting.

Minnesota Award: This award is presented to an individual who has made outstanding contributions to Minnesota's wildlife and natural resources.

Conservation Award: This award is presented to an individual or organization that has shown an outstanding commitment to Minnesota's wildlife resources.

Student Conservationist Award: This award is given to a wildlife major at a Minnesota college who has shown a commitment to wildlife and promise as a future wildlife professional.

Law Enforcement Award: This award is given to a Minnesota Conservation Officer who has shown an outstanding commitment to the protection of Minnesota's resources.

Bob Fedeler Memorial Award: This award is presented to one undergraduate and one graduate student who have a 3.0 or better GPA, a strong interest in a career in wildlife biology, be active in extracurricular activities, have a strong sense of public service and have demonstrated good communication skills.

Dr. Janet S. Boe Memorial Award: This award is presented to a professional woman or outstanding female graduate or undergraduate student who exemplifies the consummate natural resource scientist.

Service to Chapter Awards: This award is given for exceptional service and commitment to the Minnesota chapter during the past year.

MNTWS 2014 Bob Fedeler Memorial Awards

The Minnesota Chapter of The Wildlife Society (MNTWS) has established this Award in honor of Bob Fedeler. Bob was a popular and longtime biology and natural resources instructor at Staples Technical College and in the Natural Resources Department at Central Lakes College in Brainerd, MN. He served as Chapter President in 1997 and Membership Chair in 1998. Bob died of cancer in March 1999 after teaching for nearly two decades.

This Award consists of two full memberships (one undergraduate student, one graduate student) in The Wildlife Society (TWS) including all publications. The Fedeler Awards will help beginning wildlife professionals get started with membership in TWS providing them with high quality peer reviewed research, issues and discussions through the Society's various publications and access to TWS's regional and local networks of professional wildlife managers, researchers, conservation practitioners, policy makers, academics, other students and opportunities to participate or attend Conferences and Meetings

Students applying for the Fedeler Awards should be undergraduates in their junior or senior year or graduate students in a masters or doctorate program at a Minnesota college or university.

Applicants should:

- Have a 3.0 or better GPA.
- Have a strong interest in a career in wildlife biology.
- Be active in extracurricular activities.
- Have a strong sense of public service.
- Have demonstrated good communication skills.

How to apply:

1. Send a letter of interest by December 31, 2014 to the MNTWS Awards Committee indicating interest and explain how you meet the requirements. Include your address, phone number, and email address, and the name of your academic advisor.

Ask your academic or research advisor to send a letter of recommendation to the MNTWS Awards Committee.

Recipients will be notified prior to the Annual Meeting which will be held February 17-19, 2015 in Duluth MN.

Submit Applications to:
Thom Soule, Chair MNTWS Awards Committee
14351 40th St NE
Driscoll, ND 58532
(701) 387-4420
souletp@bektel.com



Nominations for MN TWS Board

President-Elect

Stephen Winter

Education

My educational background consists of a B.S. in Fisheries and Wildlife Management at the University of Nebraska-Lincoln, a M.S. in Biology from Kansas State University, and a Ph.D. in Rangeland Ecology and Management from Oklahoma State University. My job experiences have included working for the USFWS National Wildlife Refuge System in Texas and California, the Nebraska Game and Parks Commission, the Missouri Department of Conservation, and The Nature Conservancy in Nebraska.



Present Position

I'm a relatively new transplant to Minnesota, having moved here in 2011 to work for the U.S. Fish and Wildlife Service as a Wildlife Biologist at the Upper Mississippi River National Wildlife and Fish Refuge.

MNTWS Chapter Activities

I've been a member of The Wildlife Society since way back in my undergraduate days and I've been a member of various state chapters through the years, including Nebraska, Kansas, Texas, California, and Oklahoma. I've enjoyed and benefitted greatly from membership in TWS through activities such as attending state and national meetings, networking with fellow professionals, and exposure to local, national and international concepts, approaches and issues

dealing with wildlife conservation. I've enjoyed serving on the MTWS Board as the Region 5 Representative for the past two years.

Professional & Personal Interests:

For many years my professional interests have been the ecology, management, and restoration of grasslands. I'm particularly interested in the interaction of fire and grazing animals. My current job has immersed me, so to speak, in the ecology of big rivers and I'm enjoying the work I do with waterfowl, aquatic vegetation, and bottomland forests. In my spare time, I enjoy spending time outdoors engaged in activities such as hunting, fishing, bird watching, hiking, cutting wood, and setting things on fire (i.e., prescribed burning).

Personal Statement

As a candidate for President-elect, I can offer my experience serving on the Boards of multiple NGOs and similar organizations and my experience chairing or contributing to the organization committees for multiple symposia and meetings. If elected, I look forward to leading the efforts of planning, coordination, and execution of the 2016 Annual Meeting of MTWS. My desire would be for that meeting to be located in southern or southeastern Minnesota, a region of the state that hasn't seen a MTWS annual meeting or summer workshop in many years. I strongly believe MTWS would benefit greatly by expanding its outreach to and connection with wildlife professionals in southern Minnesota.

Nominations for MN TWS Board

Secretary

Maria Fosado

Wildlife Refuge Specialist, Fergus Falls
Wetland Management District

Education

B.A. in Biology, 2007, College of Saint Benedict, St. Joseph, MN; M.S. in Geographic Information Science, 2009, Saint Mary's University, Winona, MN

Present Position

Wildlife Refuge Specialist, USFWS, Fergus Falls Wetland Management District, Fergus Falls, MN (2010- present)

Previous Positions

Student Career Employment Program (SCEP), USFWS, Minnesota Valley National Wildlife Refuge, Bloomington, MN (2009); SCEP, USFWS, Agassiz National Wildlife Refuge, Middle River, MN (2007, 2008); Biological Science Technician, USFWS, Upper Mississippi River National Wildlife and Fish Refuge, Winona, MN (2006); Park Ranger, USFWS, Rice Lake National Wildlife Refuge, McGregor, MN (2005)

MNTWS Chapter Activities

Member since 2012, MNTWS Chapter Secretary (2013-2014)

Personal and Professional Interests

I spend most of my free time outdoors. I enjoy camping, hiking, hunting and outings with my black lab Ruger. My professional interests include wetland restoration, wetland ecology and management and working with private landowners to conserve habitat.



Personal Statement

It is important to me to be a member of an organization which is a steward of the earth. The landscape is being altered at an alarming rate and I believe we need to make more of an effort to educate people on the effects these changes are having. My hope is that by being more active in MN TWS more people will understand what is happening to our natural resources and will be motivated to do something about it!

Nominations for MN TWS Board

Treasurer

Lindsey Shartell, Ph.D.

Education

PhD Forest Science, Michigan Technological University

MS Forest Ecology and Management, Michigan Technological University

BA Biology, Environmental Science, Adrian College

Present Position

Forest Habitat Biologist, Wildlife Habitat Program, MN DNR

Previous Positions

I have been in my current position with the Minnesota DNR for 2 years. Prior to that I worked as a research associate with Wayne State University/Seney NWR assisting with a variety of wildlife habitat projects and also wrapped up my PhD research in 2011 modeling emerald ash borer and exotic earthworm invasions.

MNTWS Chapter Activities

Current MN TWS Treasurer and Webmaster

Personal and Professional Interests

My work focuses on wildlife habitat research and management in the forested zone of MN. In my free time I enjoy many outdoor activities from xc-skiing to hunting, usually accompanied by my pup Murray.

**Personal Statement**

Joining the Minnesota Chapter of TWS has been a great way for me to connect with wildlife and natural resource professionals across Minnesota. I am committed to doing my part to help conserve healthy ecosystems and being active in MN TWS has been the perfect outlet for this. I would welcome the opportunity to stay involved with MN TWS and hope to increase our impact on conservation efforts.

Nominations for MN TWS Board

Treasurer (continued)

Mandy Uhrich

Education

Mandy graduated from the University of Minnesota with Majors in Natural Resource Management & Agricultural Management.

Present Position

Wildlife Damage Extension Specialist - MN DNR

Previous Positions

I started my career with MN DNR in 2001 with the Farmland Wildlife Research and have since worked in a variety of divisions within the Department including Parks & Trails and Wildlife. I have worked with the USDA as a Wildlife Conservation Biologist where I was honored for enrolling 9,650 acres of private lands into conservation programs for both upland and wetland habitats. Before returning to DNR in January of 2013, I spent the last several years working for MNDOT as the Integrated Resource Coordinator managing several natural resource programs and research.

MNTWS Chapter Activities

MNTWS Member

Personal and Professional Interests

Be it fins, feathers, antlers or fur, my “off/vacation” time is consumed with over 30 tournaments for three Bass circuits, hunting multiple states and Canada, ice fishing, and Guest speaking at seminars on fishing and outdoor education.

Personal Statement

Growing up in North Dakota, a passion and respect for the outdoors was inspired at an early age. My father instilled in me that we are ALL stewards; we have a personal responsibility to respect and conserve. Our actions directly influence the landscape and its wildlife inhabitants. That passion led me to an education and career path that involves both agriculture and natural resources intertwined to help mitigate and balance the human to wildlife/habitat interface. I believe this same passion is held by the members of the TWS and I would be honored to serve as your Treasurer.



Nominations for MN TWS Board

Region 2 Representative

Bruce Anderson

Education

A.S. Natural Resource Management. University of Minnesota Crookston. 1975.
B.S. Botany/Rangeland Management. WL Minor. North Dakota State University. 1977.

Current Position

I am currently an Assistant Wildlife Manager with the Minnesota Department of Natural Resources in Cloquet, Minnesota. My current position involves wildlife surveys, wildlife damage management, habitat assessments, invasive species management and interdisciplinary support to timber management.

Previous Positions

I had a 35 year career with the US Forest Service where I worked in North and South Dakota, Montana, Idaho and most recently on the Superior National Forest in Duluth. During my Forest Service career I worked in program management positions for invasive species, wilderness and Wild and Scenic Rivers, trails, rangeland management, wildlife and recreation. I have worked at length within five wilderness areas on wilderness related topics including livestock and recreational grazing, wildlife management, invasive species control, motorized use management, fire effects monitoring and wild and scenic rivers.



MNTWS Chapter Activities

I am a re-instated member. I was a member for 15 years during the 1980's and early 1990's.

Personal and Professional Interests

Spending time with my grandkids, hunting, x-country skiing, bird watching, botanizing, researching loss of wild lands and adjusting to aging.

Personal Statement

During my previous and current careers over the past 36 years as a federal and state natural resource manager across multiple states, I have been alarmed at the extent and rapidity of the loss of wild lands. The disappearance of wild lands in the lower 48 states particularly pristine, unmodified wild lands has been drastic. Since the mid-17th century unspoiled wild lands have declined by 92%. In Minnesota, the loss of our wild land heritage has been no less alarming. Since pre-settlement the state's original wild lands have waned from about 51 million acres to 3 million acres today; a 95% loss. Within 20 years, assuming current rates of wild land loss continue, up to 99% of our original wild heritage could be gone indefinitely. I think it critical that resource planners, decision makers, legislators and governmental land management boards and the public be aware of the rapidity of this loss and that local management actions be viewed in a larger context to ensure informed decisions are made. I look forward to re-engaging with TWS and becoming part of constructive change for conservation and our wild land heritage.

Region 2 Representative (continued)

Lori Schmidt

Education/Experience

My personal work history allowed me to gain a broad perspective of the NR profession. After a 1982 internship at the MN DNR -Forest Wildlife Populations and Group in Grand Rapids, I received an AA and an AAS degree from VCC in 1983, then entered the job market. Initially, I was employed on a Carbon Dioxide Study conducted by the University of California and funded by NASA Earth Resources within the Superior National Forest surrounding Ely. In 1984, I accepted a job as Forest Technician for St. Louis County, but continued to gather phenology and climate data for the Carbon Dioxide study from 1984 - 1987. During the summer of 1986 after being laid off from the tree planting season, I volunteered on a wolf project with Dave Mech, and by 1989, I became the Curator for the International Wolf Center as it opened up an educational facility in Ely, and am still employed there today. By 1990, I resigned by position at St. Louis County and accepted my current position as an instructor for Vermilion, initially conducting wolf education programs and serving as Co- PI's with Dave Mech on Earthwatch. During that time, I completed my Bachelor's degree through the University of Minnesota - Department of Individualized Learning receiving a Bachelor's of Science degree in Resource management - emphasizing Canid Behavior. I spent a winter in Stanley, Idaho working on a film project for Jim Dutcher called "Wolves, Return of a Legend"



that gave me some first hand perspective of western attitudes towards wolves prior to the reintroduction of Yellowstone. I continued EarthWatch and Wolf Research based courses until 1995, when I transitioned into more traditional classroom assignments, teaching courses focused on field skills such as GPS, Mapping, forest and wildlife measurements as well as the policies, agencies and current issues facing resource managers. In the year 2000, I enrolled at Lakehead University in Thunder Bay Ontario, completing my Master's of Forestry degree.

Current Position

Natural Resources Instructor
at Vermilion Community

MNTWS Chapter Activities

Current MN TWS Student
Relations Committee Chair

Personal and Professional

Interests

Whenever there's an opportunity to be involved in research around Ely, I make time to be aware of the project, and if time allows, contribute to the project. This includes Biodiversity work with Dr. Peter Reich at the University of Minnesota, Northern White Cedar Conservation assessments for the US Forest Service and as a contract Wildlife Biologist for the Minnesota Power hydroelectric dam reauthorization permits near Ely. I take the time to read the latest publications, policies and news.

Personal Statement

I would be honored to represent the Wildlife professionals in Region 2 for the Minnesota Chapter of the Wildlife Society.

Region 4 Representative

Lisa Gelvin-Innvaer

Education

B.S. Wildlife Management, Biology, University of Wisconsin-Stevens Point (UWSP) (1985)
M.S. Wildlife Management, West Virginia University (1988)

Present Position

Regional Nongame Wildlife Specialist, MNDNR Southern Region (April 1999-present)

Previous Positions

Nicollet National Forest-USFS, wildlife intern (summer 1983)
Minnesota Valley NWR-USFWS, Youth Conservation Corps leader (summer 1984)
Buena Vista Research Station-UWSP, research technician (summer 1985)
Crex Meadows Wildlife Area-WI DNR, volunteer, sharp-tailed grouse research (fall 1985)
Mead Wildlife Area-WI DNR, seasonal technician (fall-winter 1985)
WI DNR, research technician, ruffed grouse & other game research (spring 1986)
Camp Sidney Cohen, nature center assistant (summer 1986)
West Virginia University, research assistantship (Aug 1986-Oct 1988)
Wildlife International, Inc., Research Biologist (Jan-Aug 1989)
Delaware Div. of Fish & Wildlife/ Nongame & Endangered Species Program Biologist/ Coordinator (Sept 1989-Mar 1999)

TWS Activities

TWS-UWSP Chapter 1980-1985
Parent TWS Chapter (1988-present)
Delaware & Northeast Section TWS Chapters (1988-1999)
Northeast TWS Annual Meetings – session moderator, reviewer, presenter (various times

1988-1998)

MNTWS & North Central Section Chapter

(1988-present)

TWS Certified Wildlife Biologist (1999-present)

Personal and Professional Interests

I love camping, hiking, kayaking, fishing, wildlife watching and outings with my dog, Willow. I'd like to get back into deer hunting when my husband and I join the ranks of empty nesters in the not too distant future. My husband also works in Wildlife so the topic is never far from our minds. My professional interests include wildlife diversity, ecological health and sustainability, high quality data collection to guide decision-making and then translating this to effective action via technical guidance/outreach and cooperative on-the-ground conservation.



Personal Statement

A career in Wildlife was a natural fit for me- It's not just what I do but a great deal of who I am. Growing up in Iowa and Wisconsin, I rarely

Region 4 Representative (continued)

spent much time inside and have been incurably curious about nature. I was raised that it is our responsibility to be good conservation stewards and have been deeply influenced by Leopold's "land ethic". Humans are included in that equation because we are a part of (not apart from) our environment. Although my job focuses on nongame wildlife resources, I have background with both game and nongame species. I've devoted my professional career to integrated, collaborative conservation based on the best available sound science from site to landscape-level scales. I've worked closely with many wildlife/land managers, agencies and NGOs, private landowners and others both informally and on working groups. Our environment faces many challenges, some increasing at an alarming rate. It's essential that we network to help ensure good communication and coordination in order to pool our collective resources and expertise for the best outcomes for wildlife, their habitats and humans.

TWS is a great resource for wildlife conservation and has benefitted my career development. Over the years, I've been involved where I could, including providing input and guidance. There has been a period of time where my personal and professional responsibilities just didn't allow me to commit to additional TWS responsibilities. Life is still busy but all things change. Now I'm in a better position to step up to the plate to play a more active role in MN TWS and give back. I also can offer greater knowledge and experience I've accumulated. I look forward to the opportunity to further build my leadership skills and work more closely with other dedicated, passionate MN TWS members. If elected, I will do my best to be an effective liaison and representative for Region 4 and work to engage and inform members—ultimately so that MN TWS can be even more valuable and influential from on-the-ground conservation to policy and education.

Nominations for MN TWS Board Region 6 Representative

Joshua Koelsch

Education

B.S. Wildlife Ecology-Research and Management,
University of Wisconsin Stevens Point 2010

Current Position

Assistant Area Wildlife Manager –Shakopee, MN
(September 2013 – present)

Previous Positions

Wildlife Technician LTE WI DNR Horicon, WI
(2012-2013)

Biological Science Technician Fish & Wildlife Ser-
vice Pend Oreille NWR Colville, WA (2012)

Wildlife Biologist LTE WI DNR Alma, WI(2011-
2012)

Wildlife Technician LTE WI DNR Mishicot, WI
(2010-2011)

Waterfowl Research Technician Colorado Dept.
of Fish and Wildlife Walden, CO (2010)



MNTWS Chapter Activities

MN TWS Member since 2014

Personal and Professional Interests

My professional interest include landscape level management, relationship between fire and native ecosystems, human dimensions of wildlife management, adaptive management with regards to climate change, waterfowl management, and wet-land restoration.

I enjoy spending the majority of my free time in the outdoors. My pastimes include hunting, fishing, spearing, camping, and hiking.

Personal Statement

I have been a member of MNTWS since February 2014 and was a member of WITWS from 2010-2014. I now work as the Assistant Area Wildlife Manager based out of Shakopee, Minnesota with the Minnesota Department of Natural Resources. This area is unique in the sense that I help manage wildlife in an urban-farmland interface. One of my greatest objectives in this position is communicating the significance of natural resource and wildlife management to the many stakeholders that are located throughout my work area. As Region 6 Representative I will work to tell our story of wildlife management, develop new ideas to create partnerships between local professionals and student members, and represent the region with passion and dedication. I would be honored to serve as the Region 6 Representative.

Nominations for MN TWS Board Region 6 Representative (continued)

Bill Severud

Education

B.A. in Biology, Carleton College (2002)

M.S. in Biology, Northern Michigan University
(2011)

Ph.D. in Natural Resources Science and Management-Wildlife Ecology and Management, University of Minnesota, Twin Cities (in progress)

Current Position

Graduate research assistant, University of Minnesota, Twin Cities, Department of Fisheries, Wildlife, and Conservation Biology, 2012-present

Previous Positions

Biological science technician at Voyageurs National Park, graduate student instructor at Northern Michigan University, adjunct instructor at Northern Michigan University, volunteer and crew leader for Montana black-footed ferret/prairie dog study, educational associate and field assistant at Carleton College

MNTWS Chapter Activities

Member of national (2009) and state (2012) chapters, presented at and attended national, MN, and Michigan annual meetings, presented at the Canadian Section meeting, contributed to MN Chapter and North Central Section newsletters

Personal and Professional Interests

Predator-prey interactions, cause-specific mortality, survival analysis, wildlife management, habitat use and resulting effects on demography, Nordic skiing, distance running, hiking

Personal Statement

I grew up in a suburb of Minneapolis. My childhood was spent playing in streams and forests

around my house; it was there I developed my interests in the natural world and wildlife in particular. Throughout my career, The Wildlife Society has fostered these interests I held since childhood. Being a board region representative would allow me to be more involved in an organization that has given me so much. I have benefitted from the state chapter through attending annual meetings and networking with other professionals in the field. As a student, I experienced and continue to experience what TWS can do for one's career. I would like to encourage more undergraduate and graduate student involvement at the state level so that students can continue their training to become the next leaders in wildlife science, management, and conservation.



TWS Council Activities Update

David E. Andersen, North Central Section Representative

The Wildlife Society (TWS) Council met in conjunction with the 21st Annual Conference in Pittsburgh, Pennsylvania in late October 2014, and there are several updates of Council activities to pass along to North Central Section, state chapter, and student chapter members. First, as many of you know, TWS has experienced financial difficulties the last several years, and in October 2013, approved a budget and direction on a path toward financial sustainability. You may also recall that TWS changed fiscal years, from calendar years to a fiscal year that runs from July through June, and this year is the year that change-over happened. As a result, Council reviewed finances for parts of two fiscal years at this meeting—hopefully the last time that has to happen! Overall, Executive Director Ken Williams reported a small surplus for the period January-June 2014 and a larger, projected surplus for the new fiscal year beginning July 2014. TWS still has a way to go to reach the financial position we all desire, but the organization seems to have turned the corner and is back on the right track. TWS Executive Committee members (President Jon Haufler, Past-President Wini Kessler, President-Elect Rick Baydack, and Vice President Gary Potts) have worked diligently with TWS staff to track budgets, align spending with strategic goals, and otherwise work to get TWS back in the black. I'm pleased to report that TWS finances are headed in the right direction, and that Council is working hard to continue that trend.

Some other positive developments include a new publishing contract with Wiley, roll-out of a new TWS website (Wildlife.org), hiring a new Publications Director (Nancy Sasavage) and filling other vacancies, reformatting and new delivery of wildlife policy news, revision and streamlining of TWS position statements, approval of a new Strategic Plan, and continued development of the Conservation Affairs Network:

TWS publications:—Our current publishing contract with Wiley expires in 2015. As the publishing landscape continues to change (think open-access and digital publication), TWS needs to consider how best to continue providing high-quality scientific information, and the finances of publication. To help inform a decision about a publishing contract, TWS hired a publishing consultant who reviewed the offer of a new contract from Wiley and the alternative of soliciting proposals for a new publisher. Our consultant indicated that the Wiley contract offer was very good in the context of the current publishing environment, but suggested several areas where it could be improved. With input from Council, TWS staff negotiated an even more favorable contract with Wiley that increases revenue while also providing flexibility for renewal and the possibility of venturing into open-access publishing. The good news is that our publishing arrangements are strong in the short term, but the publishing landscape is changing quickly, and TWS needs to be proactive going forward. How best to innovate and be successful in the future (both near- and long-term) is a major challenge for TWS, and one that is receiving much consideration.

TWS website:—TWS rolled out a new website in conjunction with the 21st Annual Conference in Pittsburgh. The website is designed to be more user friendly, and provide better access to resources for members. As with all websites, it is a work in progress. I encourage you to view the new website and provide feedback to TWS for upgrades and improvements.

TWS staffing:—There are quite a few new names and faces in TWS, and the current TWS staff is enthusiastic and engaged. Executive Director Ken Williams has been in his position for about a year and a half, and with the assistance of Council, has filled several vacancies and reorganized staffing to align with TWS's new strategic plan. Some new names and faces include Ed Thompson (Chief Operating Officer), Nancy Sasavage (Director of Publications), Hedy Ross (Development Manager), Keith Norris (Assistant Director of Government Affairs and Partnerships), Zahir Shad (Digital Content), Mariah Simmons (Wildlife Programs Coordina-

tor), and Cassie Martin (Science Writer).

TWS policy news and position statements:—Over the last year, a subcommittee of TWS Council worked on revising TWS position statements. Some existing position statement had expired or were near expiry, and several were no longer relevant or had been supplanted by more recent statements. The subcommittee recommended revising how position statements are currently structured into (1) a statement of principles and values that broadly identify topics core to TWS, (2) position statements that address an area of broad interest, (3) issue statements that relate to a specific proposal, and (4) fact sheets that provide summaries of science related to specific topics.

TWS Strategic Plan:—Prior to the 20th Annual Conference in Milwaukee in 2013, Council spent two days discussing and developing the outline of a new strategic plan. Unlike TWS' previous strategic plan, the format for this plan was to identify issues and topics core to TWS, and to provide guidance about how to address those goals. The plan was revised, provided to TWS membership for comment, and used to align TWS operations over the last year. Council voted to approve our new strategic plan, with the addition of language identifying international efforts as a priority. Look for the new plan on the TWS website.

TWS Conservation Affairs Network:—The Conservation Affairs Network has been developed by TWS Council and staff over the last several years, and was rolled out during 2014. The idea of the Conservation Affairs Network is to allow more efficient engagement in issues important to TWS membership across all levels of the organization (parent society, sections, state chapters) and the profession. Sections and chapters are in various stages of engagement in the Conservation Affairs Network, and the North Central Section is deliberating how it best fits into the network. In addition, the Conservation Affairs Network is a key component of the TWS Strategic Plan, in that it is a mechanism to more closely engage all levels of the society. If you are not familiar with the Conservation Affairs Network, please take a few minutes and find out more on the TWS website.

Although there was mostly good news to report from the recent TWS Council meetings, not everything is positive. TWS has a distressing downward trend in membership, and if this trend continues, the financial stability of TWS will again be at risk. TWS staff are focused on engaging current, lapsed, and potential new members, and increasing membership is a high priority. Part of the issue is making clear what the value of TWS membership is to former and potential new members—something that current members can help accomplish.

Finally, a reminder that the 22nd Annual Conference (2015) will be in Winnipeg, Manitoba (make sure your passport is up to date!) next October, followed by an Annual Conference in Raleigh, North Carolina in 2016. TWS is also a co-sponsor (jointly with the Mammal Society of Japan) of the 2015 International Wildlife Management Conference in Sapporo, Japan in July 2015.



Regional Reports - News from the Field

Region I— Kyle Arola

News from the Northwest

Thief Lake Waterfowl- It was a good year for those that participated in the 2014 waterfowl season on Thief Lake. With water levels near target, boat access throughout the lake was good. Hunters averaged 1.83 ducks per hunter per day for the season, which is above the long-term average. The top three species harvested throughout the season were ring-necks, redheads and mallards. Years with normal to deeper than average water levels favor diver species, whereas, shallow conditions (like those in 2012) yield more dabbling species. One anomaly that occurred this season was that a hen Harlequin duck was harvested on the lake.

Roseau River Waterfowl- The 2014 waterfowl season was a good for most hunters who utilized the area. Water levels were near target in most pools. Repair work on the pool 2 dike was completed as of July 2014 and water levels slowly increased thereafter, approaching the target as waterfowl season arrived. Conditions this year were favorable for wild rice production in pool 2. Waterfowl were observed using the rice extensively. Hunters averaged 1.8 ducks per hunter per day over the entire season, which exceeds last season and the long-term average. Ring-necks and mallards dominated the bag, followed by green-winged and blue-winged teal, respectively.



Golden-winged Warbler Project- Thanks to a partnership with the American Bird Conservancy, 200 acres of dense willow and alder within the Wapiti WMA will be sheared this winter for Golden-winged warbler habitat. The treated areas will

MN Chapter TWS Regions



provide important cover for nesting, brood rearing and foraging. In addition, this work will benefit a variety of wildlife species associated with early successional habitats including American woodcock, ruffed grouse, white-tailed deer, elk, ovenbirds, eastern whip-poor-wills, and scarlet tanagers.

Elk Plan Update- Blane Klemek, NW Assistant Regional Wildlife Manager

The MN DNR is working on updating the current *Strategic Management Plan for Elk* with two newly formed Elk Working Groups located in Kittson County and the Grygla area. When the new elk management plan is finalized, it will be in effect Jan. 1, 2016 – Dec. 31, 2021. Expect opportunities to provide public comment about the plan in the months ahead.

DNR Beltrami Island Land Utilization Project (LUP) Citizens Input Panel (CIP)- Maggie Anderson, MNTWS Rep to Citizens Input Panel on LUP

The CIP was established in June 2013 to improve communications between the MNDNR and citizens on implementation of the LUP Comprehensive Conservation Management Plan. The LUP land vision is to "Preserve the headwaters area for the Roseau, Rapid, Warroad, Winter Road, and Red Lake Rivers in a predominantly natural condition where hydrologic conditions at the top of the watersheds function naturally, where quality timber is produced, and where ecologically healthy native plant and animal communities provide opportunities for recreation and human sustenance." These lands, 86,000 acres, mostly acquired in the 1930s by the Federal Government have been managed by the

Regional Reports (continued)

DNR. The Panel will engage in the following activities:

- Foster communication with the stakeholders of the Beltrami Island LUP to build understanding and increase transparency about implementation of the management plan.
- Provide input to DNR for decision-making relative to management of LUP land.

The citizen's panel was appointed by DNR Commissioner Tom Landwehr. Members are appointed to 2-year terms and represent a wide variety of interests including hunting, logging, nature appreciation, ATV riding, berry picking, water management and wildlife management. Meetings are held bi-annually.

There have been 3 meetings (October 8, 2013, February 6, 2014, October 9, 2014). Gretchen Mehmehl and Scott Laudenslager, Red Lake WMA and Baudette Wildlife Managers, provide updates on LUP accomplishments. Presentations on forest management coordination and timber sales; how timber sales can differ on LUP vs state lands; OHV use and the 2007 Motor Vehicle Use Plan; understanding land access, administration, and land exchange issues between LUP, state, and Tribal lands; and Volunteering were covered by various DNR staff. The Roseau River Watershed Project Team gave a comprehensive presentation on flood management and natural resource enhancement within the watershed. A historical perspective was helpful in understanding the collaboration between the RRWD and the DNR and how current management practices developed.

The issues of water management, OHV trails, and forestry practices on LUP lands are recurring concerns of CIP members and groups they represent. However, there are several existing plans that are due for an update which is the avenue to address these issues; they are:

Roseau River Watershed District: The watershed plan intended to be the "one plan" is due for revision in 2019; work will start in 2015. Sev-

eral interesting notes:

- There are 2057 sq. miles in the Roseau River watershed; 55% is in the US. It takes 30 years for water entering recharge wetlands in the Forest to reach Roseau.
- RRW District requires permits before tile installation and a method to shut off the outflow. All districts in the Red River Watershed have permitting authority, but many have not implemented; they lack enforcement authority.

DNR: SFRMP starting a new 10 year plan working on developing a list of timber stands to examine for harvest or re-inventory. A multi-disciplined team in the Northern MN/Ontario Peatlands is focused on managing different patches within the landscape. Rotation times and leave tree recommendations are modified for LUP lands since wildlife is the high priority. Red Pine plantations will also have different thinning guidelines.

DNR: OHV use and 2007 Motor Vehicle Use Plan. The DNR is entering Phase 2 of this process, which is to revisit/review the existing plans. The first trial run is being conducted now, but the Beltrami Forest Plan is not on the schedule yet. Grant-in-Aid trails can be added now. Other changes, designations/additions must wait for the Phase 2 process, but they can be brought to the attention of the appropriate manager and put on a list for consideration. Some members of the panel would like this to happen sooner.

During the last meeting a very informative tour was held visiting several timber stand sites to demonstrate the various management techniques on LUP lands vs Con-Con; Aspen/Jack Pine management challenges; and the goals for some red pine stands to provide a variety of mixed species and age classes for wildlife.

Regional Reports (continued)

CIP members and DNR staff speak highly of the meetings and the opportunity to discuss these issues with each other. Several were concerned that the panel might be disbanded at the end of two years and want to continue. The next meeting will be held Feb. 4, 2015 in the Warroad Forestry Office, 4p-8p.

Agassiz NWR- Gregg Knutsen, Wildlife Biologist

In the spring of 2015, research will commence at both Agassiz NWR and Glacial Ridge NWR to evaluate methylmercury levels in both wetland sediment and various bio-indicators (e.g., fish, birds, invertebrates). Previous monitoring at these refuges suggests that high methylmercury levels may be present in recently restored wetlands (Glacial Ridge) and large mpoundments

following drawdowns (Agassiz). Mercury is considered to be a hazardous substance to every form of life; however, piscivorous predators (e.g., common loons, bald eagles) and insectivorous predators (e.g., tree swallows, bats, piping plovers) are most often at risk. Mercury can effect wildlife populations in multiple ways, including reducing survivorship, fecundity, and overall reproduction success, while increasing mortality. This research will be a cooperative effort between the USFWS, MPCA, and University of St. Thomas.

USFWS and MNDNR - Comings and Goings

Dave Rave has accepted the area wildlife supervisor position in Bemidji.

Rave has worked for the Section of Wildlife for over 24 years as a wildlife research biologist in the Wetland Wildlife Populations and Research Group in Bemidji. An avid outdoorsman, he brings to his new position a passion for the resource and years of experience working in the wildlife profession.



“We’re excited to have Dave join us at the Bemidji area office,” said Blane Klemek, DNR Northwest Region assistant wildlife manager. “His research background and experience coordinating, designing and implementing wildlife habitat research projects will be invaluable.”

Rave’s recent position was as goose specialist/wetland habitat assessment specialist. He also serves as a chair/member on the Canada Goose Subcommittee and as a member of the Waterfowl Committee, helps to set waterfowl regulations. He has also authored and co-authored many wildlife research papers that have appeared in numerous peer reviewed publications.

Rave received his Bachelor of Science degree in wildlife management from Michigan State University, East Lansing, and his Master of Science degree in wildlife management from Auburn University, Alabama.

Regional Reports (continued)

Emily Hutchins has accepted the assistant area wildlife supervisor position at Crookston, according to the Department of Natural Resources. Hutchins begins her new duties on Dec. 8.



Hutchins is a 13-year veteran of the DNR and is currently a private lands specialist with the DNR Fish and Wildlife Division.

"I am excited to get Emily on board," said Ross Hier, Crookston area wildlife supervisor. "We've known each other for many years and have worked on many projects together."

Hutchins' passion for the landscape, experience with prescribed fire and other grassland management tools, work ethic and determination will be a great fit for the Crookston Wildlife Area, added Hier.

Hutchins received her Bachelor of Science degree in wildlife management from the University of Minnesota-Crookston and a Master's degree from Minnesota State University-Mankato where she studied reed canary grass and bird use in that invasive habitat type.

"I'm really looking forward to this position in Crookston and working side-by-side with Ross, the Crookston area wildlife team and the local community," said Hutchins.

Hutchins resides with her husband, Conservation Officer Tom Hutchins, near Mentor.

Region 2 – No Report

Region 3— No Report

Region 4—Kristin Fritz

Save the Dates!

2015 Midwest Soil Health Summit put on by the Sustainable Farming Association, planned for Feb. 18-19th at Alexandria, MN Gabe Brown will be in attendance

Soil Health Free Workshop @ SDSU...Ray Archuleta USDA-NRCS will be doing a presentation on December 19th.

Big Stone County Soil Health Field Day A Success

By: Krecia Leddy, District Conservationist

Big Stone County NRCS held a Cover Crop/ Soil Health Field Day, on October 1st. About 115 participants from surrounding counties in Minnesota, and South Dakota attended the event. In addition, agency representatives from Minnesota NRCS, South Dakota NRCS, US Fish and Wildlife Service, Minnesota DNR, and USDA-ARS Morris Lab attended the field day.

Participants spent the morning portion of the day learning about cover crops and soil health presenters included: Krecia Leddy, District Conservationist, Blayne Johnson, District Technician, with the Big Stone Soil and Water Conservation District, he discussed the two weeds: Queen Anne's Lace and Wild Parsnip which are targeted through the Comprehensive Weed Management Area (CWMA) grant the Big Stone SWCD administers. Brandon Van Middendorp, La Crosse Seed, Sioux Falls, SD, discussed Cover Crops 101 and overviewed different cover crop plants and the benefits of each. Joe Kristoff, NRCS - Soil Scientist, spoke on Soil Formation and Soil Health. He discussed how important it is for providing for the "bugs" in the soil so they can do their biological process to feed the soil and fix nitrogen for growing crops. These microbial processes are important to be able to make nutrients like

Regional Reports (continued)

phosphorus available to the plants.

The featured speaker of the event was Gabe Brown, Rancher and Cover Crop Expert from Bismarck, North Dakota. He delivered a presentation on how cover crops have changed the way he manages his operation. He has been using cover crops for over 25 years. When he first started farming in 1991 his organic matter was 1.7-1.9 percent; since then he has increased his organic matter to 5-6 percent, and has a goal of 12 percent organic matter. He continually plants a cover crop and believes in feeding his soil by having living roots. This has enabled him to decrease his inputs and he is finding that his microbial activity in his soil is providing the nitrogen his crops need. He typically plants a diverse mix of cover crops with at least a dozen different species, and is a firm believer in crop diversity. Gabe concluded his talk by stressing that we can't make more soil and we have to take care of what we have. By creating healthy soils we will be able to produce healthy, nutritious crops with added value to feed a growing global population.

Border States Cooperative provided the lunch and grilled burgers for the noon meal. During the morning break and noon lunch live demonstrations were given. Gary Hoffman, Soil Conservation Technician, demonstrated the Slaking Test. This demonstration included 3 different land treatments: Conventional Tillage, No-Till, and CRP or long term cover. The same soil type was taken from each field and suspended by a wire mesh in a glass jar with water; the objective was to see how long the soil held together which showed healthy soil structure. It didn't take long before the conventional tilled soil was at the bottom of the jar with nothing holding it together. The CRP field, or long term cover sample, held together the best. In addition, the NRCS Rainfall Simulator was demonstrated by Rick Berscheid, Area NRCS Resource Conservationist. This simulated an actual rainfall event over different types of cover including: grassland, cover crops, no-till, and conventional till. The demonstration showed how much runoff occurs above ground and how much infiltration through the soil/cover

samples. Water collection bottles were positioned in front and underneath the samples. The clarity of the water and collection of water showed what happens in a natural setting. This demonstration stressed the importance of having good infiltration during rainfall events and by having soil health and microbial and earthworm activity you could improve your soil.

The afternoon session included a presentation by Justin Fruechte, Millborn Seeds, Brookings, SD, on Designing a Profitable Cover Crop. Justin showed several examples of cover crop success with different field and studies that had been conducted. He stressed knowing the resource concern for why you are doing cover crops whether it is for compaction, fixing nitrogen, forage value, wildlife, pollinator activity, there are many reasons, but each producer should look at each field individually. Upon the completion of the classroom speakers the attendees headed outdoors for a demonstration on drone technology by Will Anderson, RX Ag Services, Watertown, SD. He discussed how new this technology is and the different applications it can be used for including: soil health, prevented planted acres, crop damage, fertilizer or spray application evaluation. He then launched his UAV (unmanned aerial vehicle) for the audience.

The day concluded with an on-site inspection of Erick Klepel's cover crop fields. The first field was a wheat field that had been drilled to a mix of winter peas, barley, crimson clover, and radish on August 18th. The next field was a corn field which was broadcast seeded on June 26th when Erick side-dressed the corn with fertilizer. He planted a mix of annual ryegrass, crimson clover, radish, turnip, and rapeseed/canola. He received assistance on both fields with the cover crop seed from the Natural Resources Conservation Service through an EQIP contract. The growth rate was very impressive on the radishes and turnips in the corn fields with roots 4 inches in diameter and 5 inches in length. Over winter the cover crops will be terminated naturally by the frost and freezing and will return to organic matter which will help feed the microbial activity in Erick's fields. The day concluded

Regional Reports (continued)



Region 5 – No Report

ed with an exchange of questions and ideas of how to make cover crops work in different operations. Overall, the day was a success with many new ideas being exchanged with the goal of improving soil health. As Franklin Roosevelt once said, “The nation that destroys its soil destroys itself. Improving soil health is key to long-term, sustainable agriculture production. The North Central - Sustainable Agriculture Research and Education program was a grant sponsor of the event.

2014 Membership Numbers

JT (Joint)

LF (Lifetime/Joint Lifetime)

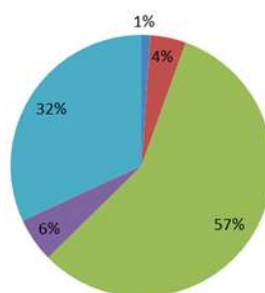
RG (Regular)

RT (Retired)

ST (Students)

April 2014 % Membership Breakdown

JT LF RG RT ST



2014	
JT	3
LF	12
RG	156
RT	15
ST	87
Total	273

Student Chapter Reports

Central Lakes College

The Natural Resources Club at Central Lakes College has had a busy start to this fall semester. Staying true to tradition, this year's students have been putting in many hours of volunteer service, attending natural resource-related meetings, and aiding local agencies in their efforts to conserve Minnesota's natural resources.

Early in the semester, a group of students visited Hawk Ridge Bird Observatory in Duluth for their big birding weekend in September. This has been an annual trip for NR students as it allows them to enhance their bird identification abilities and meet other ornithology experts. Students completed a ditch cleanup along two miles of old 371 south of Brainerd. The club cleans this stretch of highway every fall and spring. The natural resources club provided numerous student volunteers to help the DNR run the Camp Ripley archery hunts. There, students helped in-process hunters, weigh, register, and age deer. Students were present all four days of the two separate hunts. In addition to the archery hunts at Camp Ripley, CLC natural resources students helped Pheasants Forever run a youth pheasant hunt. The hunt took place at LeBlanc's game farm in Little Falls. At the pheasant hunt, students guided and mentored youth on their pheasant hunt while also helping the staff facilitate a safe and successful event. Earlier in September, the natural resources club also provided student volunteers to help the Morrison County chapter of Pheasants Forever host their annual banquet. The NR club provided the local SWCD with help to complete a tree planting, and provided volunteers for the Minnesota Darkhouse & Angling Association's annual banquet. Most recently, the NR Club has been helping MDHA clean deer hides for their hides for habitat program.

In addition to volunteering, the club's students stay active in local environmental groups. This semester, students have been active in attending local BAEEN (Brainerd Area Environmental Learning Network) meetings and BLAAS (Brainerd Lakes Area Audubon Society) meetings. Most re-

cently, students attended the open Candidates' Forum held at the Northland Arboretum.

The rest of the semester promises to keep the natural resources club busy. The club is coordinating full-time student volunteers to help Camp Ripley in their fisher research project. For this project, students are responsible for the capture, processing, radio-collar, release, and radio tracking of fisher. This research project will run all the way through the end of spring semester. There are potential opportunities for more volunteer service coming to the table and the students are excited for the rest of the semester's activities.

Vermillion Community College

The Forestry and Wildlife club has had a busy fall assisting local resource agencies with projects including the MN DNR with Predator Scent Post surveys, Bag limit surveys on Duck Opener, Small Mammal surveys for the Fisher Marten project and also conducting Small Mammal surveys for the 1854 Treaty Authority. As we get snowfall, we will transition some of the wildlife work to forestry work, conducting some fuels reductions for private landowners as well as doing some burning to improve snowshoe hare and deer habitat on our campus woodlot. Faculty Advisor, Lori Schmidt will be contacting academic program advisors to seek student volunteers to help with the February Annual meeting as AV support, Registration Table logistics and Fundraising support. If any student would like to help volunteer at the winter meeting and have not be directly contacted, feel free to email Lori Schmidt at l.schmidt@vcc.edu.

Student Chapter Reports (continued)

University of Minnesota—Crookston

This semester has been very busy for the Student Chapter. We celebrated National Public Lands Day at Itasca State Park by placing caps on the terminal buds of thousands of young pine trees to discourage deer browsing overwinter. We also built Leopold benches for a natural playground in the community. Our speaker this semester was Dr. Susan Felege from the University of North Dakota. She spoke on predators and ground nesting birds to a large audience from across many campus disciplines. Dr. Felege joined us following her presentation for a Beast Feast potluck dinner featuring several 'wild' entrees. Planning is underway to co-host the North Central Section's Midwest Student Conclave with Bemidji State University. We also hope to attend the Midwest Fish and Wildlife Conference and the Minnesota/Wisconsin annual meeting. We also hope to assist with the spring Owl and Goshawk surveys at Beltrami State Forest and host another speaker.

Board Minutes

MN TWS Board Meeting Minutes

December 2, 2014

Via Conference Call

Tuesday, 9:00 – 11:00 am

Action Item

Motion

Meeting called to order at 9:02 am

ATTENDANCE: Kyle Arola, Tom Cooper, Bill Faber, Laurie Fairchild, Maria Fosado, Kristin Fritz, Tony Hewitt, Gregg Hoch, Gretchen Mehmel, Rich Olsen, Jodie Provost, Lindsey Shartell, Thom Soule, Steve Windels, Steve Winter

OFFICER REPORTS:

President: Steve Windels

- **Strategic Planning Update:** Work Group Members include: Jodie Provost, Laurie Fairchild, Steve Windels, Rich Olsen, Steve Winter, and Thom Soule
- Proposal from Freshwater Future for assistance with strategic planning and Board reorganization. Pending receipt of an Insight Grant, the Chapter would be looking at roughly \$1,000 plus travel costs to complete the strategic planning.
 - Freshwater Future fosters/consults non-profit organizations doing environmental work.
 - Goal is to identify 3 year goals with timelines for the Chapter. Steve Windels originally wanted to identify 5 year goals, but based on Freshwater Future's experience they suggested 3 years.
 - Thom Soule suggested we generate minimum requirements/standards in terms of meeting our objectives; whatever those may be. Also, if we move forward with this we need to establish a completion date for the project.
 - Overall, board members believe this is something the Chapter needs/should do. We have a lot of great ideas; we just need to something to help us focus our efforts.
- Steve Winter motions to move forward with the strategic planning through Freshwater Future IF we get the Insight Grant (assuming it would cost us about \$1,000 plus the cost of travel). And with the understanding the SOW will be updated/finalized. Bill Faber seconds. All ayes, motion passes.
- **DISCUSSION:** What if we don't receive the grant? Are we willing to pay to conduct the strategic planning out of Chapter funds?
 - If we don't get the grant, we will bring this issue back to the board and then assess where we go from there.
- Steve Windels will coordinate with Freshwater Future and get a meeting date; hopefully during the Annual Meeting sometime.
 - Rich Olsen suggested having the meeting either Thursday afternoon or sometime Friday.

Conservation Affairs Committee

- Jodie Provost has offered to act as inaugural chair
 - Conservation Affairs Network would be somewhat of a re-structure.
 - It would add an intermediary that would help move information/communication both up and down the chain. It would help us better communicate with other Chapters, the Section, or even the National level.
 - Webpage on our Parent Chapter Website gives more info on it. <http://wildlife.org/policy-2/conservation-affairs-network/>
- Instead of "creating" a new position does it make for sense to incorporate these duties into an existing position?
- Would it make more sense to see what kind of changes the Strategic Planning team comes up with before we make this

Board Minutes (continued)

decision?

Past-Presidents Summit

- The WI Chapter held a Past-Presidents Summit and Steve Windels thought it sounded like a great idea. Primary purpose of the summit would be to pick peoples brains about the direction they would like to see the Chapter move in.
- We will try to do something in conjunction with the annual conference.
 - Steve Windels will coordinate summit; possibly for the evening of Monday, Feb 16th
 - Once a date is set, Steve Windels will send out info pertaining to the summit meeting to all past Chapter presidents to help them prepare.
 - Steve has the contact info for most of the past presidents (going back into the 70's).

MN Vikings Stadium Issue

- Green Sports Alliance – The MN Vikings stadium glass issue is most likely already on their radar.
- Steve Windels will send Green Sports Alliance a copy of the letter we sent to MSFA re: issue.

Copper Bullet Effort

- According to Brian Hiller, the Parent Chapter is reviewing their Position Statement. Once they finalize it (early 2015), we can vote to determine whether or not to support it.
- Wild Marsh demonstration, Sept 7
- Littlefork demonstration, Oct 19
- TWS position statement on lead ammo is currently in review; should be accepted by early 2015

LCCMR proposal – Hunter's Choice

- Formal letter of invitation to join workgroup. If the group receives the funding they would like to contract MTWS to host Cu workshops.
- Concerns:
 - Is this at their cost or at our cost?
 - Steve Windels - perhaps at both. Maybe students could take this on as a fundraising opportunity.
 - What is our part/what kind of match are we responsible for? We don't know what we are committing to with out knowing a budget. We need to keep track of people's time and assign a value to it.
 - Bill Faber – This has to be passed in a legislative session. Until we get the go ahead, the LCCMR proposal – Hunter's Choice is NOT 100% for certain. We will have to wait until the next spring legislative session.
 - Motion from Bill Faber to join the LCCMR/Hunter's Choice coalition as a project partner, with MNTWS Nontoxic Working Group as the group that will take the lead on determining how MNTWS will participate. 2nd by Tony. Motion passes unanimously.
- MNTWS position about copper mining? Copper recycling? No discussion.

Midwest F&W Conference Attendance

- Feb 8-11 in Indianapolis
- Steve Windels has a conflict and can no longer attend. Is there anyone that is thinking about going to the Midwest or that would like to go as a TWS board representative?
 - Lindsay Shartell is willing to represent the MNTWS Board at the combined member/Board meeting on Tues, Dec 10. If she does not get DNR funding to attend, MNTWS will cover her expenses as President's designee at NCS Board meeting.

Vice-President: Rich Olsen

2014 Conference Update

- Had a conference call with the WI folks and all planning is going well/as expected.
- Shooting to open registration for everyone on December 15th. Rich would encourage us to send out the Save the Date or 2nd Call for Papers to as many of our peers as we can.
- Jodie- When is the agenda going to be finalized? DNR likes to get it to their department heads so they can review it and determine whether or not it counts as training.
- Rich will send the finalized agenda to everyone as soon as he can.

Board Minutes (continued)

Past-President: Jodie Provost **Elections/nominations update**

- Went well, got all info to Bailey for the December newsletter. Nominations are as follows:
 - President-elect – Steve Winter
 - Secretary – Maria Fosado
 - Treasurer – Lindsey Shartell, Mandy Uhrich
 - Region 2 Representative – Bruce Anderson, Lori Schmidt
 - Region 4 Representative – Lisa Gelvin-Innvaer
 - Region 6 Representative – Joshua Koesch, Bill Severud

Secretary: Maria Fosado

- What is the best way to consolidate business carried out on GoogleGroups ?
- Maria Fosado will be in communication with Steve Windels to determine the best way to keep track of board business.

Treasurer/Webmaster: Lindsey Shartell

- Will be sending out the Treasurers report later on in the day (12/2/2014).

COMMITTEE REPORTS:

Statewide: Bill Faber

- Deer Advisory Teams.
 - Jodie Provost- If we want to/feel it's important, we could submit a blanket statement of our views of deer management.
- Two biggest issues we've been dealing with:
 - Viking Stadium – glass windows
 - Non-toxic ammunition

Wetlands: Laurie Fairchild

Tile Drainage White Paper

- Laurie added Ray Norrgard's comments to the white paper and would like to consider the last draft submitted (minus the summary and with a few formatting tweaks) the FINAL DRAFT.
 - Doug Norris, Ray Norrgard, and Shawn Papon provided comments at different stages of the paper.
- The paper will not have recommendations. Recommendations should be captured in a Position Statement.
 - The original white paper had recommendations and everyone Laurie talked to recommended they be taken out, otherwise it was more of a Position Paper and would need more support/explanation/citations. A white paper should simply state what the problem is and why we should care about the problem. Once we establish the problem, we then move on to the recommendations.
- Should we make this a Position Statement? Who is our audience?
- If it is a white paper it would be nice to have some citations to support things like "Research has established..." and perhaps drop the summary.
 - In past comments Laurie has been told the research is so widely known that citations are not needed.
- Assuming that a position statement is stronger than a white paper, is there a problem with accepting this as a white paper and then moving forward on a Position Statement?
- Bill Faber motions to approve the white paper and then to move forward completing a position statement. Laurie will change the summary part and make a few formatting changes. Steve Winter Seconds. All in favor, motion passes.
- Changes to State Offsite Methods - open comment period on Federal Register til Feb 3, 2015
 - Can't detect temporary basins in the way they are proposing to complete the offsite determinations.
 - Fellow state chapters were emailed (IA, ND, SD, WI) to see if they were going to reply/comment, but haven't heard back from anybody.

Board Minutes (continued)

- Laurie Fairchild, Jodie Provost, and Shawn Papon are planning on submitting comments.

Forests: VACANT

- Mike North resigned due to conflict of interest. We need a new chair. Suggestions?
 - Steve Windels will send out some feelers.
 - Tom Cooper may be able to help find/have some insight as to who may be interested in being the new chair for the Forest Committee.
- N. MN and Ontario Peatlands Section – FRMP --- Is up for review

Prairie/Farmland: Greg Hoch

No discussion

Awards: Thom Soule

- It's going to be a joint MN/WI banquet; therefore, the award presentations will have to be split between the banquet and the business meeting.
- There are six awards plus the service to Chapter awards.
 - Service to Chapter Awards, Law Enforcement Award, and 2 student awards will be handed out at the business meeting.
- Each chapter will present NO MORE than 3 awards at the banquet.
 - We will present the MN Award, the Janet Boe Award, and the Conservation Award at the banquet.
- If the person receiving the Conservation Award is not planning to attend, then perhaps we will present the Law Enforcement Award if that recipient plans on attending. We will only present awards at the banquet if recipient is in attendance.
- Thom has received 1 nomination for 1 of the awards thus far.
- The Service to Chapter Award needs to be finalized.

Fundraising: Tom Cooper

- Tom Cooper is in the process of having a dozen sample hats made that say "Minnesota Chapter of the Wildlife Society"
 - 6 hats will have a northern pintail graphic
 - 6 hats will have a sandhill crane graphic
- Cost is \$150 for the dozen which includes the cost to digitize the sandhill crane logo
 - Tom Cooper will pay for them and wait for re-imbursement until they have been sold.
 - Hats will most likely be sold for \$20/hat.
 - Once those hats have been sold we can determine if we would like to have more made and explore cost of having other critters put on them.

Student Relations: Lori Schmidt

- Student mixer update? No update
- There will be a joint Student Leaders Breakfast at an off-site venue. Steve Windels and Scott Craven (WI President) will coordinate this.
- There will be a best student poster award. Emily Hutchinson will take charge of the Student Paper posters.
- Quiz Bowl is in the works – Brian Hiller, Liz Rave, Donna Stockram, Mandy from WI, Bill Faber will all contribute.

Membership/Communication: Kristin Fritz

- No new updates.
- Will get Lindsey the information she needs.

MSTC: Jodie Provost

- Summary of questions to Don Balour re: Offsite Methods – See wetlands section
- Outreach to other chapters and orgs re: Federal comment period – See wetlands section

Old Business

Board Minutes (continued)

"Communications Committee" Structure

- AKA Programs and Publicity Committee
- By by-laws, chair should be Newsletter Editor
- Kristin Fritz has offered to take on duties, including coordinating with Facebook page administrators and other media
- This issue will be tabled as part of the Strategic Planning effort.
- FB page needs to be updated for the 2015 conference.
 - Lindsey Shartell will update.

USFWS approval for attending meetings/cap on #s - No Discussion

- Cap only applies to staff on official time/travel
- R3 will generally approve up to 15 to attend same function on travel status
- Priority given as follows: attendance of a board meeting as a board member; participation as an organizer, coordinator or some other contribution to the functioning of the meeting; presentation of a talk or poster; attendance of a co-occurring meeting; etc
- Employees still need supervisor approval to attend

New Business

TWW Fly-in

- Chapter needs to determine degree of involvement in the TWW Fly-In.
 - At this point in time, Gregg Hoch and John Brinkman (with MN Conservation Fund) are the only ones planning on going (if Gregg can't Bill Faber will).
 - Jane Norris was there last year. Gregg and Jane were able to give all of the science background and then the other 2 people did the "asking".
- Tony Hewitt is interested in attending – pending different variables (work and such)
- It cost the Chapter \$830.00 to send Gregg last year. Some organizations pledged financial support, but we haven't actually received any money from them at this point.
- Do we go with a slate of MTWS issues and address those issues or do we go in support of wildlife in general? How do we choose what we are supporting?
 - This is very specific lobbying; this is NOT to talk about wildlife conservation in general.
- Benefits of attending the TWW Fly-in per board members:
 - It benefits the State Wildlife Action Plans; we lobby to bring funds into the state.
 - Having someone represent MTWS raises our profile as a legitimate club in the state.
 - It helps ramp up our advocacy role. From Steve Winter's perspective, membership would be/is supportive of advocacy efforts.
 - Advocacy is where it is at.

Maybe this is something we need to address in the Strategic Planning.

Thom Soule is NOT in favor of sending a board member as he is unsure how the Chapter or its membership benefits. Why not focus our efforts on forming relationships with Representatives in St. Paul? We don't have to send them to DC to be advocates. What about our members or including students?

- Those that have attended in the past believe taking a student is too much in that type of environment. The experience can be over whelming even to wildlife professionals. The same could be said about taking a general member.
- Laurie motions to support sending 1 experienced person (Gregg Hoch or Bill Faber) plus 1 new person who has NOT attended before. The second person would essentially be "trained in"; increasing the number of MTWS members that could attend in the future. Steve Winter Seconds. Thom Soule nay, all others in favor, motion passes.

Pheasant Summit (Dec 13 in Marshall)

- Jodie received an invite to the Summit and is interested in attending if the board thinks it's beneficial? If so, she will represent MTWS at the summit.
- Financial support for Jodie to attend would require paying for 1 night at a hotel.
- There is much uncertainty of what will be discussed and what will come about from the summit as this is the first time it has been held in MN.
- What venue is there to put forward the MTWS viewpoints?
 - There will be small group discussions and anyone can submit comments on the website.
 - Thoughts are DNR will approach it as a grassland thing, implementing the prairie plan. Focused on pheasants, but other

Board Minutes (continued)

wildlife will benefit as a result. Not sure how it will progress in the future.

- If we are just advocating for the prairie plan is there a point? Would want to see us add more. Thom is putting together some new ideas about how we should move forward and will send them to Jodie.
- Thom Soule – multi-functional agriculture....big issue. Hugely theoretical...
- Anyone who has comments should send them to Jodie by the end of the week.
- Steve Winter motions to support Jodie's attendance at the Pheasant Summit and pay for 1 night stay. Kristin Fritz seconds. All ayes, motion passes.

How to improve Board business

- Board should consider going to monthly calls to improve communication and keep things moving.
- The Northcentral Section has gone to monthly meetings. They feel it has helped to improve communication. Would we function better if we went to having 1 hour conference calls every couple of months instead of quarterly meetings that last 2 to 2^{1/2} hours?
- Incoming President Rich Olsen will decide whether or not to implement when his term starts.

GoogleGroup

- Working through GoogleGroups has been hit or miss.
- Can we designate an email as critical or important on board business emails? Should informational emails go to the board or should we cut those out? Would reducing the email clutter make it easier to conduct board business? Would this improve coordination between committee chairs and Board?
- Steve Windels will send email to Board re: protocol.

Summer Workshop 2015

Kyle Arola, Tony Hewitt, and Steven Winter are scheduled to plan the summer 2015 workshop.

- Steve Winter will be elected as President-elect, thus vacating his R5 position. The Board agreed he is not responsible for helping plan the summer meeting and will work to find someone else to help.
- Once Steve Winter vacates the R5 position the board will have the ability to appoint a new R5 representative.

Meeting adjourned at 11:00 am.

Treasurer's Report

Quarterly Treasurer's Report, MN TWS 20 August - 2 December 2014

		Credits	Debits	Balance
Checking				
20-Aug	Beginning Balance			\$17,290.25
	Monthly Dividends	\$5.49		
	Workshop Registrations	\$542.00		
	Membership Dues by Mail	\$15.00		
	Membership Dues via Parent TWS	\$105.00		
	Annual Meeting Sponsorship LSFSC	\$500.00		
	Long Lake Conservation Center Workshop		\$1,170.00	
	Chapter Display Lamination		\$22.00	
	Copper Bullet Demo Expenses		\$768.54	
	Start Meeting Phone Call		\$18.12	
2-Dec	Closing Balance			\$16,479.08
Savings				
20-Aug	Beginning Balance			\$1,999.06
	Monthly Dividends	\$0.66		
2-Dec	Closing Balance			\$1,999.72
Investments				
60 Month Step-Up CD (Lifetime Membership Funds)				
20-Aug	Beginning Balance			\$4,026.10
	Monthly Dividends	\$13.62		
2-Dec	Closing Balance			\$4,039.72
60 Month CD (Midwest Steering Committee Funds)				
20-Aug	Beginning Balance			\$21,104.73
	Monthly Dividends	\$157.54		
2-Dec	Closing Balance			\$21,262.27
Total Chapter Assets				
20-Aug	Beginning Total			\$44,420.14
2-Dec	Closing Total			\$43,780.79

Investment History

The 60 Month Step-Up CD (7153652) was opened 24 August 2012 using lifetime membership funds. Annual percentage yield (APY) increases yearly: 0.125%, 0.625%, 1.125%, 2.625%, 3.625%. There is no penalty for withdraw after 3 years. Interest may be used for operating expenses if needed.

Prior History:

24 August 2011 - Invested in a Wahoo certificate (7142749, 1.982% APY)

24 August 2010 - Invested in 12 Month CD (7115999, 0.499% APY)

The 60 Month CD (7149290) was opened 2 March 2012 using Midwest Steering Committee funds at an APY of 2.227%.

Prior History:

8 November 2011 - Added to the Wahoo certificate (7142749, 1.982% APY)

Report Submitted by Lindsey Shartell, Treasurer, MN TWS, 2 December 2014

Voices From the Swamp

Voices from the Swamp 5 – The Importance of Asking Questions by Ray Norrgard

Do you know a young child that asks a lot of questions? Perhaps what seems like hundreds of questions a day? Warren Berger, author of [A More Beautiful Question](#), says this number isn't all that surprising. He suggests that at a young age, we are more than just curious; we are in a state of continuous improvement. And we improve by asking questions. Unfortunately, by the time we leave high school and begin our entry into "adulthood", the number of questions we ask drops precipitously.

There may be a lot of reasons why we stop asking questions. Some undoubtedly have to do with our natural development. Others with maintaining a certain persona. Berger thinks that one of the main factors is the way our education systems, and eventually our work environments, reward inquiry. They too often don't.

Typically we are rewarded for having answers. Folks around us are looking for results, the faster the better. If they are the patient type they may tolerate a few questions to properly orient us to the issue. If not, we learn pretty quickly that asking a lot of questions doesn't cut it. As a result, we become more focused on finding answers than developing questions.

Well so what? Isn't that what we are paid to do? Yes, but questions help us better understand the problem, an essential step that spurs innovation. Through his research, Berger has found that top innovators are usually people who never stopped asking questions. He suggests that as we stop questioning, our ability to find new solutions suffers. Potential breakthroughs are missed. We fail to move forward because we are stuck replaying the same old recipes from a worn out cookbook.

Berger asserts that as the world evolves ever more rapidly to embrace new technology, new data, and new processes, the value of questions rises significantly faster than the value of answers. By the time you have an answer; the question may have already changed. Those who ask the right questions will be the ones best able to adapt to their new environment.

Okay, but what has this to do with wildlife? For starters most of us work for traditional public agencies, long-standing nongovernmental organizations, and academic institutions with roots well back in the last century, if not the century preceding it. Berger observes that "Organizations are like people. The older they get, the less they question." Unfortunately, there are few institutions older than those we generally work for.

As public servants, we have a responsible to help our "customers", from the general public to organizational leaders, move forward to resolve both old and new challenges. If we are going to truly move towards new, perhaps even breakthrough innovations, questioning must be a part of our core. According to Berger, spurring a culture of questions and innovation requires individuals ra-

Voices From the Swamp (continued)

ther than organizations to lead the charge. Change will often come from the bottom up rather than the top down. He argues that our job as professionals is two-fold. First, start asking more questions as individuals, and then encourage others in our workplace to do the same.

This can be a daunting task. We have to work at rediscovering the habit of asking questions. The more questions we ask, the better we will be at doing it. But the questions need to serve a purpose. Berger emphasizes that “Questioning is our ability to organize our thinking around what we don’t know.” Additionally, Berger offers five tips to help people ask better questions:

Step back. Especially in the public sector, we often ask questions like ‘How do we do it more efficiently?’ That’s a fair question, but Berger suggests taking a step back to look at the broader picture. This allows us to ask more transformative questions, like “Why are we doing it all?”

Be on the lookout for mysteries and inconsistencies. Look for discrepancies or missing pieces. These often trigger the best and most needed questions.

Embrace the power of collaborative enquiry. Ask questions in groups so that a variety of perspectives can be added. This tactic is often used to power innovation in Silicon Valley. Berger suggests beginning the discussion with asking, “How might we...?”

Ask ‘Why?’, ‘What if?’ and ‘How?’ Berger calls this the “holy trinity of questioning”. These three questions, asked in sequence, can help us understand the problem (why?), brainstorm (what if?), and ultimately refine a solution (how?).

Be positive. The way we ask questions is just as important as what we ask. Positive questions are more likely to illicit positive feedback. So instead of asking “Why are we so bad at X?” ask “How can we build on our strengths to get better at X?”

Questioning is an essential skill that many of us have forgotten. To learn more about how to incorporate questioning into our routine, listen to the on-demand version of Berger’s presentation, *Why Ask Questions?*, by clicking [here](#). Or visit his website <http://amorebeautifulquestion.com/>



Other Items...



Wildlife Internships

The Minnesota DNR – Shallow Lakes Program is planning to hire student interns for the 2015 field season to assist with surveying shallow lakes and assessing waterfowl habitat throughout Minnesota. The complete announcement and application instructions will be posted in early January on the State of Minnesota jobs website (<https://statejobs.doer.state.mn.us/JobPosting>). For more information, contact Kati Miller (kati.miller@state.mn.us).



The Natural Resource Conservation Service is filling 30 Pathways (student trainee) positions (15 of these are in MN and IA alone). Click below to learn more about these opportunities to deliver conservation practices within working landscapes:

<https://www.usajobs.gov/GetJob/ViewDetails/388721800>

Other Items... (continued)

8 TIPS FOR NETWORKING



Hannah Moss Gov Loop December 4, 2014

At GovLoop, we are pretty lucky. We get to talk to govies everyday who are passionate about what they do and the people they serve. Especially at our events and trainings, the excitement and dedication we experience in our GovLoop community is contagious. These people make us want to talk to them, learn from them, and help them. It's a thrill.

That being said, we have to admit that getting up and actually interacting with new people can be daunting—even when the people in question are welcoming and exciting. Luckily, a fellow GovLooper, [Julia](#), offered us some advice to overcome our fears. She gave us 8 tips to become better networkers. Her tips are below. We found them helpful, and we hope you do too.

1. Get enough sleep. This tip isn't really about getting 8 hours of sleep. It's about getting the amount of sleep that you would normally and not breaking your routine. The first step to a successful networking endeavor is to be mentally prepared. You can't do that if you are tired or stressed, so relax the night before and make sure to get to bed on time.

2. Dress for success. You might think this is obvious, but dressing for the occasion is actually more than wearing the appropriate outfit for an event. If you want to feel comfortable networking with new people, you should be wearing the clothes that help you do just that—feel comfortable. Don't wear a suit that's too new, fitted or scratchy. Pick something that allows you to worry about other people rather than the appropriateness of your clothing.

Julia recommends having a go-to networking outfit, so you immediately get in the networking zone when you put it on. It will also help you feel at ease, since it will become an outfit you know and are comfortable in.

3. Set goals. Go into a networking event with a target of how many and what type of people you want to meet. If possible, do some research beforehand to see who will be at the event and what you might talk to them about. Don't be overambitious though. Set a challenging yet achievable goal for how many people you can network with. Julia recommends allotting 10 minutes per person, and giving yourself a bit of wiggle room for bathroom and coffee breaks.

Once you've set your goal, tell other people about it. If you tell Donna that you want to meet Karen at some point during the evening, Donna may be able to introduce you. That's what networking is

Other Items... (continued)

all about!

4. Say hello. Rest assured, you are not the only person who is uncomfortable networking. Half of the room is also waiting for someone to say hello, so don't be afraid to approach others. Far more often than not, they will appreciate you taking the first step. And you don't have to say anything inspiring. A simple, "Hi, I'm Hannah. What brings you here today?" can get a great conversation started.

5. Don't talk to your friends. We've all done it. You go to an event with a friend, thinking she will make you feel a bit more comfortable in a room full of strangers. Then you end up hanging onto her like a lifeboat and not meeting anyone new. To avoid doing that, Julia recommends making a plan to separate from your friend.

You can still tag-team a room without being glued at the hip. Split up, encourage each other to accomplish their networking goals, and promise to introduce the other if you meet a particularly good contact. You can check in with each other every once in a while, but try to stay separated for the majority of the event. Oh, and don't forget to tell your friend you're doing this ahead of time! Both of you should be in on the plan.

6. Flip the script. Ask yourself: Are you an introvert or an extrovert? Play the opposite! If you normally talk a lot, make a conscious effort to listen more. If you are naturally quiet, work to carry the conversation. It'll help you find more balance in the conversation. Julia recommends following the rule of thirds. Spend one-third of the conversation listening, one-third asking questions, and one-third talking.

To find this balance, it helps to start the conversation by focusing on the other person. Ask them questions to get them talking. Most people will naturally give you an opening to talk about yourself or your company when they are done explaining their own background.

7. Connect people. It's called networking, not dialoguing. Once you find a good conversation, it's easy to stick with that one person. Don't. Invite others to your conversation and make useful introductions when possible. If you're in a group, step back to let other people join, introduce yourself, and tell new participants what the group is talking about.

Oh, and don't worry. Just because you've forgotten the name of the person you're talking to (it happens to all of us) doesn't mean you can't make a good introduction. Just ask, "Have you two met each other?" and let them introduce themselves. It will work every time.

8. Follow up. What good is chatting with Aaron Sorkin at a cocktail party if you don't follow up to discuss that job he offered you? It's a good story, but it's not much more. To really get the most out of networking, you have to follow up with the people you meet and the plans you've made. Otherwise you'll never be the next CJ Cregg.

Other Items... (continued)

Your follow-up should be both personal and timely. Julia recommends following up within a week so that your contact will still remember you and your meeting. If you're prone to forgetting, set yourself a reminder to do so. And if you quickly jot down a couple of notes on the back of their business card, you'll have something to work off of when you send a follow-up email.

Extra tip: Don't underestimate the power of coffee! It can help keep you energized and the coffee station is an easy place to meet new people without having to make awkward advances.

Feel free to check out Julia's full presentation [by clicking here](#). Do you have any other networking tips? Please share them in the comments below. We can use all the help we can get!

2014 Chapter Governing Board

Officers

President: Steve Windels mntws2014@gmail.com

President-Elect: Rich Olsen Richard.olsen@state.mn.us

Past President: Jodie Provost Jodie.provost@yahoo.com

Secretary: Maria Fosado maria_fosado@fws.gov

Treasurer: Lindsey Shartell lmshartell@gmail.com

Newsletter Editor: Bailey Petersen baileypetersen@gmail.com

Regional Representatives

Region 1: Kyle Arola kyle.arola@state.mn.us

Region 2: Dawn Plattner plattner12@hotmail.com

Region 3: Tony Hewitt anothony_hewitt@fws.gov

Region 4: Kristin Fritz kristin_fritz@fws.gov

Region 5: Stephen Winter stephen.winter@okstate.edu

Region 6: Tom Cooper tom_cooper@fws.gov

Committee Chairs

Audit: Gretchen Mehmel gmehmel@wiktel.com

Awards: Thom Soule souletp@bektel.com

COWCH: Nicholas Snavely nsnav589@yahoo.com

Communication: Kristin Fritz kristin_fritz@fws.gov

Fundraising: Sheldon Myerchin sheldon_myerchin@fws.gov &
Dawn Plattner plattner12@hotmail.com

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