



Minnesota Chapter of The Wildlife Society

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President's Message

Wow... What a week in Duluth. This conference has been long in planning with our Chapter friends from Wisconsin.

For those that have never put together a conference, I have been amazed at how working collectively as a team and towards a shared vision results in such accomplishments. During our banquet awards program, a common theme was recognized by each honored individual – they did not and could not have achieved such success over the years without the help and collaboration of so many others along the way. Reflecting on the conference planning I can certainly attest to this observation as this conference was a good effort. So it is with our Chapter.

Sincere thanks and appreciation go out to our newest past-president Steve Windels who was invaluable to me for answering all the questions and concerns that I had since he has been through this before with aged wisdom. Lindsey Shartell was (and still is) in charge of the financial tracking and getting everything ready for registration, and in her free time kept our website up-to-date. Our fundraising/auction was a success not only to you who donated and contributed items, but to Dawn Plattner, Norm Moody, Sheldon Myerchin, and Ann Geisen who received and organized all those items. Once again, Thom Soule organized another exceptional awards

program to recognize and honor our newest award recipients. Emily Hutchins and her crew of judges were kept busy during the conference judging student posters and presentations and frantically adding up scores during the last few minutes before the student award announcement. Loris Schmidt and her crew from Vermillion Community College did an outstanding job supporting all the powerpoint presentations, and staying on top of technical glitches. Last year, Steve Windels took our chapter to new heights with gathering sponsors for the conference, and Steve and Lindsey did an outstanding job this year. Ross Hier once again provided outstanding artwork seen throughout the program and conference. Our Wisconsin col-



President's Message (continued)

leagues also stepped up with organizing details and running the show and deserve much credit and recognition for their efforts. Finally, this conference is not possible without the help of many nameless volunteers that staffed the registration desk and other behind the scenes activity, and without a doubt to all you who came to Duluth.

We had 416 people in attendance, including 111 students, and about 283 people from Minnesota. This is also, no doubt, a reflection of support and encouragement from the Minnesota DNR's Wildlife for those interested in attending. I am not sure how this ranks with past conferences but I am sure it is near the top in attendance. We received and reviewed over 100 oral and poster submissions for the conference and we were able to accommodate them all. What an interesting diversity of topics. As of this writing, we had >\$6,000 from sponsorships and vendors (thanks Steve and Lindsey), and raised around \$5,000 from our fundraiser during the evening reception, pending some small expenses that have not yet been accounted for.

We have some new names and faces on the TWS board this year, and I encourage you to take a moment and introduce yourself to them when you have a chance and even consider helping them out with a workshop. Stephen Winter is the President Elect and will be organizing our next Wildlife Society conference. Bruce Anderson (Region 2 Representative), Lisa-Gelvin-Innvaer (Region 4 Representative), and Bill Severud (Region 6 Representative) are all newly elected, and Gretchen Miller was appointed to serve out Stephen Winter's term as Region 5 Representative. Congratulations and welcome aboard.

Many of you may have heard that the chapter is in the process of creating a strategic plan. The

idea of strategic planning and restructuring has been talked about for several years and finally begun late in 2014 when we contracted with Freshwater Future to help us clarify our mission and how best to improve what we as a chapter do. There is an old saying that if you don't know where you are going, then you won't be happy when you get there.

A positive result from last years conference in Bemidji was that TWS hosted 3 non-toxic ammo workshops during 2014 prior to the hunting season. Our Chapter is involved in a LCCMR grant and our contribution will be to organize workshops over the next few years demonstrating the performance of non-toxic ammo and traditional lead bullets. This is an excellent opportunity for chapter to raise our profile and name recognition with the general public. This proposal has yet to be funded, so stay tuned, as details emerge and are announced.

As a final thought, our chapter, your chapter, work for and represents you. Our wildlife community is relatively small, and the success of any one person is a reflection of us all and a results of our combined contribution. We all depend on each other for collective as well as individual success. I challenge everyone to lend a hand, get involved, be a leader, and be supportive of your chapter. Get involved with a summer workshop or the annual meeting. Opportunities are only limited by your own initiative and imagination. Make today and everyday a good day for our wildlife resource.

All the best –

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2014 FWS Chapter Awards Recipients

FERGUS FALLS FISH & GAME CLUB RECEIVES CONSERVATION AWARD FROM MINNESOTA CHAPTER OF THE WILDLIFE SOCIETY

The **FERGUS FALLS FISH & GAME CLUB** (FFF&GC) received the Minnesota Chapter of The Wildlife Society's **Conservation Award** at its annual meeting in Duluth, MN. Mick Siems and Doug Hedtke accepted the Award on behalf of the Club. The Wildlife Society is a professional organization dedicated to excellence in wildlife stewardship through science and education. Our mission is to represent and serve wildlife professionals—the scientists, technicians, students and practitioners actively working to study, manage, and conserve native and desired non-native wildlife and their habitats worldwide.

First presented in 1985 **The Conservation Award** recognizes individuals, organizations or institutions that have demonstrated outstanding commitment to the conservation of Minnesota's natural resources. The FFF&GC received this Award for being at forefront of *in the trenches*, wildlife conservation for over nine decades. The Club joins 29 previous recipients who continue a commitment to make Minnesota a better place to live now and into the future.

Founded in 1920 the club's initial purpose was supporting game wardens in enforcing game and fish laws. They were soon stocking game fish, raising and releasing waterfowl, and feeding wildlife during severe winters. By the end of WW II, however the Club had gotten the message on the importance of habitat.

Instrumental in re-establishing giant Canada geese to West Central Minnesota during the 1960s the Club has always recognized the value of working with federal, state and local conservation agencies within their community. Since its founding the club's members have kept habitat restoration, protection, and management as its core values.

As the decade ended the Club adopted environmental education as one of its highest priorities. By the early 1970s, they were hosting school events, developing slide shows and providing speakers. Working with the Regional Environmental Education Council, the events were tailored for specific audiences and reached K-12 school classes as well as adults.

They soon recognized the need for a local environmental learning center. Keeping habitat restoration, protection, and management as its core values the Club began two decades of proposals, obstacles, setbacks, and near resignation that it would be an unfulfilled dream until they were able to forge a dynamic partnership with the Fish and Wildlife Service, Friends of the Prairie Wetland Learning Center and the city of Fergus Falls. Today the work of the Fergus Falls Fish and Game Club reflects both its deep roots and its recognition of today's needs and opportunities:

- The club owns 1100 acres of wildlife habitat, all open to public use and enjoyment.

Award Recipients (continued)

- They have assisted the DNR and FWS with the acquisition of 3,000 acres of wildlife habitat.
- They install and maintain mallard “hen houses”.
- They restore wetlands, establish upland nesting cover, and fund winter food plots.
- Working with volunteers, youth, and parents, they build and distribute hundreds of bluebird and wood duck houses annually.
- Conservation education is still front and center for club members.
 - In addition to continued support of the Prairie Wetlands Learning Center, the club manages interpretative trails in native prairie on their One Mile Nature Area that is within the city limits of Fergus Falls.
 - They sponsor youth fishing days in winter and summer, senior citizen fishing outings, firearms safety classes, regional scouting programs, and school science and nature classes.
 - They support the Minnesota Waterfowl Association’s Woodie Camp,
 - And they own the Conservation building on the Otter Tail County Fairgrounds

The club is an active participant in the Outdoor Heritage Fund’s Conservation Legacy Grant Program. It has completed six grants focused on wetland, grassland restoration and tree removal for over \$270,000. The grants have contributed to the completion of at least 50 acres of restored wetlands and the restoration or enhancement of over 400 acres of grassland.

The Fergus Falls Fish and Game Club was recognized:

- By the DNR in 2001 with the Golden 50 Award as one of the top 50 organizations and individuals that work to promote acquisition of Wildlife Management Areas.

As the 2011 West Otter Tail County Conservationist of the Year by the West Otter Tail Soil and Water Conservation District.



Photo Caption: FFF&GC member Doug Hedtke (center) and President Mick Siems (right) receive the 2014 MNTWS Conservation Award from Chapter President Steve Windels (left).

Award Recipients (continued)

DAVID C. PAULY RECEIVES TOP WILDLIFE AWARD FROM THE MINNESOTA CHAPTER OF THE WILDLIFE SOCIETY

David C. Pauly retired Minnesota Department of Natural Resources Wildlife Manager received the 2014 **Minnesota Award** from the Minnesota Chapter of The Wildlife Society (MNTWS) at its annual meeting in Duluth, Minnesota. The Wildlife Society is a professional organization dedicated to excellence in wildlife stewardship through science and education. Our mission is to represent and serve wildlife professionals—the scientists, technicians, students and practitioners actively working to study, manage, and conserve native and desired non-native wildlife and their habitats worldwide.

The **Minnesota Award** presented annually since 1958 is the MNTWS highest award and is presented to an individual who has made exceptional unequivocal contributions to Minnesota's wildlife and natural resources. Previous recipients include Samuel Eddy, Richard Dorer, William H. Marshall, Art Hawkins, Robert E. Farnes, Gordon W. Gullion, Carl Madsen, Roger M. Holmes, Carrol Henderson, Janet Green, Robert Janssen, Lee Pfannmuller and Dave Zentner.

In presenting the prestigious award, Ray Norrgard cited Pauly's exceptional dedication and tremendous accomplishments. Pauly is known for his many hours of "volunteer" work beyond the expected work schedule and collaboration with conservation groups including the Minnesota Sharp-tailed Grouse Society, Minnesota Deer Hunter's Assn, Pheasants Forever, National Wild Turkey Federation, and Isanti County Sportsmen's Club.

According to Norrgard nearby examples of Pauly's accomplishments can be seen at Kroselch WMA in Kanabec County, now over 2,000 acres, Dalbo Wildlife Management Area on the Kanabec/Isanti border, now 3,000 acres, and Lake Onamia in Mille Lacs County, now one of Minnesota's premier wild rice lakes.

In addition, Dave Pauly was cited for his tremendous dedication to fighting outbreaks of wildlife diseases. He was assigned leadership responsibilities for containing an outbreak of Bovine Tuberculosis in northwestern Minnesota and Chronic Wasting Disease in southeastern Minnesota. He has also been involved with bird diseases such as Newcastles.

Through all of Pauly's work and volunteer activities, he was widely recognized as a mentor to fellow wildlife professionals and members of conservation organizations.



Photo caption: Dave Pauly (right) receives the 2014 Minnesota Award

Award Recipients (continued)

KAREN V. NOYES RECEIVES PRESTIGIOUS AWARD FROM MINNESOTA CHAPTER OF THE WILDLIFE SOCIETY

Karen V. Noyes Minnesota Wildlife Biologist (retired) recently received the 2014 **Dr. Janet S. Boe Memorial Award** from the Minnesota Chapter of The Wildlife Society at its annual meeting in Duluth, MN. The Wildlife Society is a professional organization dedicated to excellence in wildlife stewardship through science and education. Our mission is to represent and serve wildlife professionals—the scientists, technicians, students and practitioners actively working to study, manage, and conserve native and desired non-native wildlife and their habitats worldwide.

First presented in 2009 **The Dr. Janet S. Boe Memorial Award** recognizes a professional woman or outstanding female graduate or undergraduate student who exemplifies the consummate natural resource scientist. Known and respected for her broad knowledge of Minnesota's ecology, plants and animals, her professionalism and integrity Dr. Boe was a MNTWS leader for many years. She died in 2007 after a 14-year career with the Minnesota Department of Natural Resources as a Botanist and Plant Ecologist.

Karen V. Noyes researched and studied Minnesota black bears for over 33 years. She is well known and highly regarded among the public the news media and her peer biologists as an authority on bears in North America. She has published 16 peer-reviewed scientific papers on black bears and presented her research findings at numerous bear conferences and workshops.

Following completion of her MS thesis project at the University of Minnesota Duluth on red fox she began her wildlife career in 1981 working as a seasonal labor for Minnesota DNR's Forest Wildlife Populations & Research Group in Grand Rapids, MN. Promoted to a Wildlife Research Biologist in 1983 Karen retired in December 2014.

Her research on the availability and relationship of natural foods to various aspects of the ecology and management of Minnesota black bears led to her pioneering research assessing body condition and its relationship to their subsequent reproduction. More recently, she conducted a thorough review of the long-distance movements of Minnesota's black bears. This truly groundbreaking research in bear biology led to these movements correctly being called migrations.

Karen is active in the governing Council of the International Association for Bear Research and Management (IBA), where she was instrumental in building a charitable fund to support bear conservation programs around the world. The only professional society for bear researchers and managers; she previously served as Vice President and is now serving as President. She has been an active member of the MN Chapter of The Wildlife Society for decades serving on the Forest Issues Committee. Most notably as a member of the Forest Issues Committee she reviewed the Generic Environmental Impact Statement (GEIS) on proposed accelerated aspen harvest and the impacts on forest wildlife and ecology.

Award Recipients (continued)

A natural teacher and excellent communicator Karen has helped thousands of people in Minnesota learn about and appreciate conserving and managing natural resources. As a woman in a field that was male-centric for years, she has been a role model for many girls and young women aspiring to work in the field of natural resource management and research and a mentor to all aspiring biologists in Minnesota and around the world.

Karen's love for the natural wonders of Minnesota inspired her life's work and she spent her entire career working to conserve resources that make Minnesota a special place. She is a consummate wildlife professional that has made significant contributions to wise natural resource management policy and public understanding. It is difficult to measure her impact as a teacher, mentor, and role model her passion to teach what she knew about natural history and ecology of bears, and convey the mysteries yet unsolved, never waned.



Photo caption: Karen V. Noyes receives the MNTWS 2014 Dr. Janet S. Boe Memorial Award from Dave Garshelis Ph. D.

Award Recipients (continued)

WILLIAM SEVERUD RECEIVES BOB FEDELER MEMORIAL AWARD FROM MINNESOTA CHAPTER OF THE WILDLIFE SOCIETY

William “Bill” Severud, a graduate student in the Department of Fisheries, Wildlife and Conservation Biology University of Minnesota received the **2014 Bob Fedeler Memorial Graduate Award** from the Minnesota Chapter of The Wildlife Society at its Annual Meeting in Duluth MN.

The Wildlife Society is a professional organization of researchers, managers, professors and students with an interest in wildlife or work in a wildlife profession with State or Federal Agencies, Colleges and Universities, or non-governmental organizations. This year, the Minnesota Chapter and the Wisconsin Chapter held a joint meeting.

The Minnesota Chapter of The Wildlife Society (MNTWS) 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.

The Bob Fedeler Memorial 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 extra-curricular activities, have a strong sense of public service and have demonstrated good communication skills.

This Award consists of two full memberships (one undergraduate student, one graduate student) in The Wildlife Society (TWS) including all publications. The Fedeler Awards 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.

Bill Severud is a Ph.D. candidate in the Department of Fisheries, Wildlife, and Conservation Biology at the University of Minnesota in St. Paul. His doctoral research **focuses on assessing** moose calf mortality and its subsequent effects on population performance. Bill has maintained a 4.0 GPA since beginning his graduate work in fall 2012. A Plymouth, MN native Bill received his B.A. Cum Laude in Biology from Carlton College, Northfield, MN in 2002 and his M.S. in Biology from Northern Michigan University, Marquette, MI in 2011. His M.S. Thesis “American Beaver Foraging Ecology: Predation Avoidance, Diet, and Forage Availability” research took place at Seney National Wildlife Refuge and Voyageurs National Park.

Bill previously received these Awards and Honors: 2014 Best Student Paper at the 2014 Annual Meeting of The Minnesota Chapter of The Wildlife Society, 2013 Albert W. Franzmann and Distinguished Colleagues Memorial Award, 2012 Minnesota Department of Natural Resources

Award Recipients (continued)

Roundtable Young Professional Invitee. He is also an active member and participant in the Natural Resources Association of Graduate Students (NRAGS), an advocacy group for graduate students studying any field within natural resources science and management.

Upon receiving his doctorate, Bill will pursue a career in Wildlife Biology that allows him to mentor and advise graduate students.



Photo caption: William Severud (I) receives the 2014 Bob Fedeler Memorial Graduate Award for his advisor Dr. Glenn DelGuidice.

Award Recipients (continued)

MINNESOTA DNR CONSERVATION OFFICER DON BOZOVSKY RECEIVES WILDLIFE AWARD FROM THE MINNESOTA CHAPTER OF THE WILDLIFE SOCIETY

Conservation Officer Don Bozovsky received the 2014 **Law Enforcement Award** from the Minnesota Chapter of The Wildlife Society (MNTWS) at its annual meeting in Duluth, Minnesota. The Wildlife Society is a professional organization of researchers, managers, professors and students with an interest in wildlife or who work in a wildlife profession with State or Federal Agencies Colleges or non-governmental organizations.

Since 1992, the **Law Enforcement Award** has been presented to an individual who has demonstrated an unimpeachable commitment, dedication and service to the protection of Minnesota's wildlife, natural resources and people.

A Wahpeton North Dakota native Officer Bozovsky has an Associate of Applied Science degree in Wildlife and Fisheries Technology from North Dakota State University and a Bachelor of Science degree in Wildlife Biology from Dickinson State University.

Don began his professional career in 1980 as a Wildlife Technician with the U. S. Fish and Wildlife Service at Tewaukon National Wildlife Refuge in southeastern North Dakota. In 1988, Don transferred to Lake Ilo National Wildlife Refuge in west Central North Dakota becoming the Refuge Manager for five National Wildlife Refuge System Units in four southeastern North Dakota counties. Don remained at Lake Ilo until 1999 receiving three "On the Spot Awards" and three *Special Achievement Awards*.

Don's interest in being a Law Enforcement Officer evolved over the years. A graduate of the North Dakota Law Enforcement Training Academy in 1988, the Federal Law Enforcement Training Center in Glynco, Georgia in 1989, he became a Bismarck North Dakota Police Officer in 1999. In 2004 Don graduated from the MNDNR Conservation Officer Academy achieving his goal of becoming a Minnesota Conservation Officer and is currently stationed in Hibbing

As a Bismarck Police Officer Don became a Senior Officer taking on the responsibility of the Shift Sergeant in their absence. He also was an "Adopt a Cop" for a local Elementary School, a Field Training Officer and a SWAT Team member. He received a Certificate of Appreciation for his work on the Swat Team and the Hostile Engagement Award and Medal, a Meritorious Service Award and Medal for critical incidents in his last year of service.

As a Minnesota Conservation Officer Don serves as a Field Training Officer and teaches classes at the Conservation Officer Academy. Since 2004, Don has received six Awards of Appreciation and been nominated to receive the Willard Munger Wetland Enforcement Officer of the Year Award.

Lt. Greg Payton, Officer Bozovsky Supervisor says this about him "I nominated Don for this Award for two main reasons, his diverse abilities and his perseverance. Many Officers are comfortable working the

Award Recipients (continued)

traditional work and have a tendency to stumble thru the new work that often requires in depth investigations and the cases are infrequent causing to rusty skills and lack of confidence to pursue. Don excels in all aspects of our duties. He dives into complicated investigations and sees them thru to the end. “



Photo caption: Conservation Officer Lt. Greg Payton presents Officer Don Bozovsky the 2014 MNTWS Law Enforcement Award.

TWS Council Activities Update

David E. Andersen, North Central Section Representative

Report to the North Central Section, March 2015

The Wildlife Society (TWS) Council met in conjunction with the 2015 North American Wildlife and Natural Resources Conference in Omaha, Nebraska in early March 2015, 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 been working to improve our financial footing and recover from several years of deficit spending. In addition, TWS transitioned to a fiscal year that runs from July through June, and the fiscal year starting in July 2015 will be the first under our new calendar. I'm quite happy to be able to report good financial news—TWS experienced a slight surplus during the last fiscal year, and the budget approved for the 2015-2016 fiscal year projects a larger surplus. Of course, these are based on projections for both revenues and expenses, and where TWS finances are at the end of the 2015-2016 fiscal year can't be predicted with certainty. But, the trend is certainly in the right direction and efforts of TWS staff, Council, Sections, and state and student chapters have all contributed to TWS turning around a rather dire financial situation. TWS still has a way to go to reach the financial position we all desire, but the organization is back on the right track. TWS Executive Committee members (Past-President Jon Haufler, President Rick Baydack, President-Elect Gary Potts, and Vice President Bruce Thompson) have worked diligently with TWS staff to track budgets, align spending with strategic goals, and otherwise work to get TWS back in the black.

Some other positive developments include working to continue the strong leadership of TWS journals, continuing roll-out of a new TWS website ([Wildlife.org](http://wildlife.org)), reformatting and new delivery of wildlife policy news, revision and streamlining of TWS position statements, and continued development of the Conservation Affairs Network:

TWS publications:—The Editors-in Chief of both the *Journal of Wildlife Management* (Evie Merrill) and the *Wildlife Society Bulletin* (Chris Ribic) indicated their intent to step down at the end of their current terms (Evie in June 2015 and Chris in December 2015). Both Evie and Chris contributed mightily to continuing the high quality of TWS publications and deserve much credit for taking on and performing these critical services to our Society. I encourage TWS members to express their appreciation to both Evie and Chris, as appropriate, as I know that these are often thankless jobs and that sometimes a small expression of appreciation makes a lot of difference. TWS is also working diligently to identify the next Editors-in-Chief for both these journals, and several highly qualified individuals have stepped forward—hopefully, more on selection of new Editors-in-Chief will be forthcoming this spring and summer.

TWS website:—TWS rolled out a new website in conjunction with the 21st Annual Conference in Pittsburgh in October 2014. As with all websites, it is a work in progress and the website has been upgraded and material is continually being migrated to the new site. I encourage you to view the new website (<http://wildlife.org/>) and look for ways to keep improving it.

TWS policy news and position statements:—Over the last year, a subcommittee of TWS Council worked on revising TWS position statements. Some existing position statements had expired or were near expiry, and several others were no longer relevant or had been supplanted by more recent state-

ments. The subcommittee recommended revising how position statements are currently structured into (1) standing position statements that broadly address topics core to TWS, (2) position statements that address specific, important areas of interest, and (3) fact sheets that provide summaries of science related to specific topics. At the March 2015 Council meeting, this subcommittee presented this outline to Council and will work to implement this reorganization over the next several months. Council authorized this review and revision to make TWS positions more clear and useable, and once this revision is completed, TWS positions should be more useable, especially for Sections and Chapters.

TWS Conservation Affairs Network:—The Conservation Affairs Network was developed by TWS Council and staff over the last several years and rolled out beginning in 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 and student Chapters) and the profession. Sections and Chapters are in various stages of engagement in the Conservation Affairs Network, and I'm happy to report that the North Central Section has engaged the Conservation Affairs Network and is working toward implementation at the Section and state Chapter levels. In addition, the Conservation Affairs Network is a key component of the TWS Strategic Plan, in that it is a mechanism to more closely integrate and 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 meeting, not everything is positive. TWS has a distressing downward trend in membership, and although this downward trend has slowed during the past year, TWS needs to engage wildlife professionals and make them want to be members. 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. To that end, note that TWS member benefits (e.g., *The Wildlife Professional*, the *eWildlifer*, action alerts, etc.) have increased, are more accessible than ever, and provide communication across all levels of TWS.

Finally, a reminder that the 22nd Annual Conference will be in Winnipeg, Manitoba (make sure your passport is up to date!) 17 – 21 October 2015. There are some exciting opportunities being offered in association with the conference, including the opportunity to participate in field trips to Churchill to see charismatic megafauna/dangerous wildlife up close and personal. The 2016 Annual Conference will be in Raleigh, North Carolina and the 2017 conference will be in Albuquerque, New Mexico. 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, which promises to be an exciting meeting and opportunity to engage international colleagues.



Regional Reports - News from the Field

MN Chapter TWS Regions



Region 1— Kyle Arola

News from the Northwest

Elk Survey- We recently completed the 2015 aerial elk survey. The survey involves using a combination of a fixed wing and helicopter to conduct the surveys. The fixed wing flies predetermined transects and when elk are spotted their locations are shared with the helicopter crew. The helicopter then surveys 9 square miles around the recorded elk location. Please visit the DNR's elk page to learn more about elk in Minnesota.



News from Red Lake WMA- Gretchen Mehmel, Wildlife Area Manager, DNR

- Winter conditions were good for lots of winter brushland management work.
- Spruce grouse research will be continuing this spring with Charlotte Roy working on developing a state-wide survey/monitoring program. She will have four technicians and several volunteers helping her. Two will be stationed at Norris Camp and two will be working out of Ely to compare results from two different geographic areas.
- Two grants have been received to do short and long-ranged planning to interpret the cultural history and natural resources at Norris Camp.
- Several land exchange proposals between federal LUP and state Consolidated Conservation land parcels have been proposed and are awaiting approval from DNR senior managers.
- The local ruffed grouse society chapter is working with area staff on a 50-mile walking trail proposal in the Beltrami Forest/Red Lake WMA area.

News from around Detroit Lakes– Stacy Salvevold, USFWS

The staff at Detroit Lakes WMD is preparing to begin snow seeding of about 200 acres of uplands and wetland edges as soon as weather conditions are correct. In addition we are preparing for summer contracting of CCM crews, hiring bio techs and getting ready to burn grassland this spring.

	Lancaster			Caribou-Vita			Grygla		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
Spike bulls	3	3	2	15-no size breakdown	10	5	2	2	3
Raghorn bulls	7	7	8		5	9	6	1	5
Mature Bull	7	7	8		2	8	4	3	1
Total Bulls	17	17	18	15	17	22	12	6	9
Antlerless	15	20	16	2	34	57	16	14	9
Total Elk	32	37	34	17	51	79	28	20	18

Regional Reports (continued)

FWS just completed a workforce plan, and the Rydell / Glacial Ridge project leader and deputy will be replaced with a refuge manager. The position was open to eligible candidates early this year, and a selection has been made. We hope to have the new manager on by early summer. It has been a year of major changes in staffing at Rydell / Glacial Ridge, but we are on our way to increased staff numbers after three different folks moved on in the past year.

Region 2 – Bruce D. Anderson



MN DNR Personnel

Updates

Josh Koelsch was hired on 2-11-15 as Assistant Wildlife Manager in the Duluth Office of the Cloquet WL area. Josh came from a similar Assistant Wildlife Manager position in Shakopee. Josh grew up in SE Wisconsin near Horicon marsh which led to his passion for waterfowl hunting. In the fall, if he is not duck hunting or working, he is likely to be out in the woods chasing ruffed grouse. During the summer he spends much of his free time fishing for walleye, northern, or fly fishing. He has also taken up winter northern spearing since moving over to Minnesota. It also appears that Josh is an avid Packer fan. We will try to forgive him for that as he starts his new position!

Josh has a B.S. from University of Wisconsin Stevens Point. Earlier in his



career, he has worked for the Wisconsin DNR, US Fish and Wildlife Service in the state of Washington, and the Colorado Division of Wildlife.

Fond du Lac Band Considers Elk Introduction

The Fond du Lac Band is exploring the idea of restoring elk to southern St. Louis, Carlton and northern Pine Counties in partnership with faculty in the University of Minnesota's Department of Fisheries, Wildlife and Conservation Biology. The Band and the UM intend to submit an application for funding in May to the Legislative-Citizen Commission on Minnesota Resources. If successful, funding would enable us to start feasibility studies in 2016 to determine if suitable habitat for elk exists and measure public attitudes towards elk restoration.

DNR Involved With Deer Goal Setting

DNR Staff have been involved in the 2015 Deer Goal Setting Process. The overall goal of this process is to establish new deer population goals in affected units. These new goals will be used to help determine the hunting season framework for the fall of 2015. Public meetings were held in various locations in the Region including Hinckley, Cambridge, Two Harbors, and Grand Marais. Each goal block has a 15-member advisory team charged with making a population goal recommendation to DNR. At the 1st advisory team meeting members became familiar with the data provided and other issues. The 2nd round of advisory meetings will come up with a recommendation. Following this, the recommendations will go out for more public review and the DNR will make a final new goal determination to be used to help guide the hunting season framework this fall.

2015 Aerial Moose Survey Results

Minnesota's moose population continues to be on a downward trend. This year's estimate for the northeastern population was 3,450 moose compared to 4,350 in 2014. The survey was completed in January

Regional Reports (continued)

and we had good snow cover conditions for nearly the entire survey. Of the 52 plots flown this year, 9 are habitat plots that have been flown annually since 2012. The habitat plots feature wildfire, prescribed burn, or timber management types of habitat manipulation. This was the first survey year where moose were observed on a plot within the area burned by the Pagami Creek Fire. A total of 392 moose on 34 plots were observed this year, with 162 bulls, 169 cows, 56 calves, and 5 unclassified moose making up the total. While the ratio of bulls to cows was normal, the calf:cow ratio was one of the four lowest since 2005 which means calf recruitment will also be down this year. In 2006, the estimate was 8,840 moose, which means the current population has declined 60% since then. The survey is completed each year through a partnership of the Department of Natural Resources, the Fond du Lac Band, & the 1854 Treaty Authority. Details of the 2015 aerial moose survey as well as previous surveys can be found on the MN DNR website.



The BUCKthorn Stops Here

The Cloquet Area implemented and monitored a CPL financed buckthorn control project in 2014. \$50,000 in CPL funding was received leveraged by an additional \$10,000 from partners for a total of \$60,000. The overall theme of this project is early detection and rapid response to buckthorn on state and county land. In general, treatment included chemical and mechanical treatment of known infestations WMAs greater than 50 acres. Inventories utilized various methods primarily aerial reconnaissance detection

photography.

Aerial Detection flights occurred during October through early November. Approximately 80% of the scheduled 95,000 acres were flown and photos taken. The remaining 20% will be flown the fall of 2015.

Treatment Results

Herbicide application of common buckthorn began in late August using Garlon 4. Mature buckthorn shrubs were cut and stumps treated with herbicide. Smaller buckthorn plants were foliar sprayed.

Monitoring showed that after one month the average percent of buckthorn cover in the Brookston area went from 36% pre-treatment to 6% immediate post treatment which is an 84% reduction. In the Sandstone area, percent buckthorn cover went from 23% pre-treatment to 7% immediate post treatment; a reduction of 70%. This reduction is expected to lessen when cover is again recorded after one growing season as younger, smaller plants emerge.

Lessons Learned from Monitoring

Treatment monitoring revealed;

1. *The number of buckthorn strata or age classes was underestimated.*
2. *More uniform mixing and application of herbicides.*

Take Home Messages

- **Early detection.** Most critical step. Finding infestation when small and manageable helps ensure effective control.
- **Partnerships.** We can't do it alone. This project would not be viable w/o stakeholder involvement.
- **Recognize we are in this for the long term.** Weigh against the alternative of doing nothing
- **Attitude (glass is 1/2 full).** We need to focus on where the invasives are rather than where they are not

Regional Reports (continued)

Region 3— Tony Hewitt

Golden-winged Warbler Project

Thanks to a partnership with the American Bird Conservancy, this year 55 acres at Ripple River WMA (working with Dave Kanz), 63 acres at Four Brooks WMA, 70 acres at Mille Lacs WMA (working with Steve Piegras) and 45 acres at Rice Lake NWR were sheared to create young successional habitat. Golden-winged Warblers are just one of the many species within a guild that relies on young successional habitat at some stage of their life and thus the project will have wide sweeping benefits. The ABC is setting up with Jeff Larkin (IUP professor) to survey those MN project areas.

Woodcock Project

Rice Lake NWR recently completed a 165 acre shearing project to reinvigorate growth of aspen and other young successional species for woodcock habitat. Much like the GWWA project, woodcock are another species that utilizes young successional habitat, and thus this project will also help provide quality habitat for many species. Creating a mosaic of structure from woodlands to open grasslands in these areas is an excellent way of maintaining habitat requirements for many species throughout their life history.

Tribal grant to build nesting platforms for common terns

This is a very exciting opportunity for a cooperative effort between the Mille Lacs Band of Ojibwe, USFWS, and the MNDNR. Hennepin Island, a part of the Mille Lacs NWR, is one of the five current historic colonies of nesting common terns. The objective of the island was to maintain a colony of greater than 150 birds each year with 100 fledglings. Unfortunately, the population at Mille Lacs has been a sink for many years and while maintaining the breeding population, the fledgling success rate has been mar-

ginal due to erosion of the island and fluctuations in water levels. The Mille Lacs band of Ojibwe has approached the USFWS with a plan to replicate the structure of the island in order to create suitable habitat that would be less impacted by water levels. The project has been funded through a Circle of Flight grant and the designs and building of these structures will be underway this spring.

Savanna Restoration Project

Sherburne NWR is excited to announce that Great River Greening has received a Conservation Partners Legacy grant to partner with the Refuge in restoring approximately 968 acres of pine stands and forested land back into its pre-European settlement conditions! The grant will focus on one unit called the "South Spur". The South Spur Unit currently consists of pine plantations and oak forest that became overgrown due to the lack of fire and native grazing ungulates that once maintained this habitat. This winter, refuge staff has begun marking trees that will go out for bid to a Minnesota contractor to mechanically thin the area of non-desirable tree and plant species while leaving native plant species to thrive. The next step, post-harvest, will be seed into the area to increase native plant diversity over the next two years. The refuge will also establish fire breaks to allow staff to continue to maintain this area with natural processes, both safely and efficiently, for years to come. In restoring this area, the hope is to bring back an indispensable part of our landscape and provide the habitat that many species are desperately in need of.

The 15th Annual Habitat Day at Crane Meadows NWR will be held on Saturday, March 14th, 2015 from 9:00a.m- 1:00p.m. Come on out for a free event and construct your own blue bird houses, wood duck boxes, have fun with activities for youth, pick up new tips on identifying your ducks and furs, warm up by the bon fire, and just enjoy the great outdoors!

Coming and goings

Regional Reports (continued)

John Riens has joined the staff at the Minnesota Private Lands Offices as a Private Lands Biologist. John is originally from Nebraska but has worked in Green Bay, WI and most recently at the Klamath Basin in Oregon.

Jenny DuBay was recently hired as a specialist for the DNR Shallow Lakes Program. She started February 9, and is stationed in the Brainerd office. Mike Loss, Wildlife Technician in Brainerd, will be retiring April 2, after 40 years with the DNR. Dave Kanz, DNR Assistant Area Wildlife Manager in Aitkin, will be retiring April 3, after 38 years with the DNR.

C.B. Bylander, Outreach Section Chief for the DNR's Division of Fish and Wildlife, retired January 27, after a 28-year career with the Department.

Region 4—Lisa Gelvin-Innvaer

Scott Ralston reports that the USFWS, Windom Wetland Management District has received a Cooperative Recovery Initiative grant for \$1.1 Million to work on Topeka shiner habitat recovery, protection and monitoring. The Topeka shiner is a small minnow that inhabits prairie streams in SW MN and is on the endangered species list. Loss of suitable habitat is the main reason for the decline of this fish. Prairie streams suffer from water quality issues and refuge habitat such as oxbow or off-channel pools are becoming separated or filled in. This grant will provide opportunities for protection of selected land along critical habitat through easements, fish passage through dam removals, oxbow restoration and stream bank stabilizations for direct habitat improvement and monitoring before, during and after projects. Grant funds will be leveraged against others to accomplish the goals. Coordination will be through the Partners for Fish and Wildlife Program as much of the work will take place on private land. This grant is a 2 year initiative but if successful may reapply for further funding and more

projects. Additionally, MN and IA also are pursuing a Competitive State Wildlife Grant from USFWS for additional restoration and monitoring.

Part of the Topeka Shiner federally-designated Critical Habitat includes a stretch of Mound Creek (Rock Co) that runs through Blue Mounds State Park. A question remains whether the failed dam at Blue Mounds State Park will be replaced, as is being proposed by the Park. Others have proposed an alternative option would remove the dam, restore stream connectivity and the natural channel within the reservoir, retain significant architecture for preservation of historical preservation, and construct an appropriately sized off-channel pool for swimming. It also would provide ecologically meaningful access to upstream habitats for the federally endangered Topeka Shiner and other state "listed" fish and wildlife species in this river system. Blue Mounds (including this stream stretch) is also included among recommended additions to the Prairie Plan, by the Prairie Coteau Local Technical Team and also is being considered in the revision of the State Wildlife Action Plan.

Staff Changes

Tim Koppelman has joined the DNR Nicollet Area Wildlife office as the second Assistant Area Wildlife Manager

The **MN Prairie Conservation Plan** is undergoing "adaptive management" with proposed modifications and additions to the Plan Cores, Corridors and Strategic Habitat Complexes. Local Technical Teams (LTT) comprised of diverse membership (state, federal, county, private) have been discussing and submitting recommendations. In MnTWS Region 4, so far, the Minnesota River Valley, Red Rock and Prairie Coteau Teams have met; the Lac Qui Parle LTT will meet 3/10. The Glacial Lakes LTT meeting is anticipated to occur sometime in March. The LTTs have been bringing their local knowledge and expertise to help identify

Regional Reports (continued)

key landscapes and habitat complexes. Recommendations, if adopted, would improve opportunities for implementing the Plan and ultimately conserving and restoring fish and wildlife and key habitats in these landscapes. Proposed changes also have been informing revision of the **State Wildlife Action Plan** and offer great opportunities to benefit **Species in Greatest Conservation Need**.

The MN Conservation Volunteer Magazine (Mar-Apr 2015 issue) features an article on the grasshopper sparrow, a bird species that reflects the health of Minnesota's prairie ecosystems and is one of Minnesota's Species in Greatest Conservation Need. The bigger story is about the habitats this species represents, and how our improved understanding and subsequent conservation efforts dovetail with implementing the Minnesota Prairie Conservation Plan, the State Wildlife Action Plan and related initiatives.

Region 5 – Gretchen Miller

Whitwater Wildlife Area – John Cole retired after 35 years of state service 30 years as WWMA manager. http://www.postbulletin.com/sports/outdoors/john-weiss-cole-saw-plenty-of-changes-in-years-at/article_aa3623dd-c988-5f16-86ac-3df1a2ba6640.html

- Don Nelson replaces John Cole as WWMA manager http://www.postbulletin.com/sports/outdoors/nelson-takes-reins-at-whitewater-wma/article_3557bbbc-cl6a-5ea9-84d7-2640afe96472.html

Rochester Area Wildlife- Don Nelson's leaving for Whitewater created a vacancy for the Area Wildlife Manager position that Mike Tenney has happily filled. Mike was the Assistant Manager for the Rochester Area prior to his stint in St. Paul on the Prairie Habitat Team, we are glad to have him back in SE MN bluff country!

Clint Luedtke was hired on full-time as the Wildlife Damage Extension Specialist based out of White-

water WMA. Clint handles depredation calls and offers technical guidance to DNR staff and the public regarding nuisance wildlife <http://www.mprnews.org/story/2012/04/04/mild-winter-healthy-deer>

Beta testing is under way on a tablet module to record facility and habitat needs on Wildlife Management areas statewide. SE MN has several Beta testers assisting developers with glitches and bumps.

Areas are ramping up for Prescribe Fire season, surveys and counts as Spring is right around the corner! We think!

Region 6– Bill Severud

Volunteer with the Monarch Larva Monitoring Project, Eva Lewandowski

The MLMP, a citizen science project run out of the University of Minnesota, needs your help to study how and why monarch populations vary in space and time. Volunteers are needed to monitor milkweed patches for monarch eggs and larvae. You can find out more about the project and sign up at mlmp.org. Or you can attend a training in Saint Paul on Saturday, June 6. Register for the training online at <http://www.minnesotamasternaturalist.org/courses/register/?courseid=489>; you do not need to be a Master Naturalist to attend!

Conservation Biology Research Spotlight Fundraiser, Brittney Yohannes

The Conservation Biology Program at the U of MN is hosting the 2nd Annual Research Spotlight Fundraiser on March 30, 2015 from 5:30-8 in Cargill on the University's St. Paul Campus. The event is free with dinner provided by Eddington's, but donations are welcomed. The fundraiser will highlight research from students on topics such as "The influence of

Regional Reports (continued)

hydrology on wet meadow vegetation dynamics,” “Using citizen science data to estimate field survival of monarchs and inform conservation,” “Wild seed harvest on the prairie: how much is too much?” and more. The event will also feature a silent auction and bake sale. Donations support graduate students in the Conservation Biology Program for travel expenses, allowing them to present research at conferences around the world. RSVP is required. Please reserve your spot by March 18 at <http://goo.gl/forms/d3XVTq2qvi>.

Natural Resources Association of Graduate Students Research Symposium, Bill Severud

Please join us for the 3rd Annual Natural Resources Association of Graduate Students (NRAGS) Research Symposium on Wednesday, April 22, 2015 in the Cargill Building at the University of Minnesota's Saint Paul campus. Graduate students addressing any topic related to natural resources will present findings from their research. Oral presentations will begin at 9:00 am and run until 3:00 pm, followed by an awards ceremony. A poster session will take place during breaks from talks. Lunch will be provided to the first 100 registrants. Please email nrags@umn.edu with any questions, and visit the following link for information on registration: <http://nrags-umn.weebly.com/symposium.html>. Walk-in registration is also encouraged. Come see the exciting research being conducted by UMN graduate students!

Student Chapter Reports

Central Lakes College

The Natural Resources Club at Central Lakes College has continued to stay busy this spring semester. Just like last semester, students have been putting in many hours of volunteer service, attending natural resource meetings, and continuing to aid local agencies in their efforts to conserve Minnesota's natural resources.

This winter, the NR Club has helped set up, run and clean up two candlelight ski events. The first took place at Mille Lacs Kathio State Park, and the second was at Crane Meadows National Wildlife Refuge. The Club's involvement was instrumental in helping these two organizations run a safe and fun winter experience for Minnesotans. Central Lakes College Staples Campus held a Career Day for local high school students to meet and talk to college students in different disciplines. The NR Club had students make the short trip from Brainerd to Staples to put on a radio telemetry demonstration for the high school students and talk to them about a career in natural resources. The Brainerd campus will be holding a similar Bridges Career Day event in the near future and the Natural Resources Club anticipates putting on a similar demonstration. The largest on-going event for the Club remains Camp Ripley's fisher research project. Every day of the week at least one NR student is at Camp Ripley running a trapline for the environmental office. In addition to live-trapping fisher, two or three days a week, students track the animals using radio telemetry.

In addition to volunteering, the Club's students stay active in local environmental groups. This semester, students have been active in attending local BAELN (Brainerd Area Environmental Learning Network) and BLAAS (Brainerd Lakes

Student Chapter Reports (continued)

Area Audubon Society) meetings. Some students took part in the Society of American Foresters annual meeting in Ely, MN. Others attended The Wildlife Society Meeting in Duluth, MN. Also, the NR Program will be sending students to the American Fisheries Society meeting. At these meetings, students not only get to hear current events and cutting edge scientific practices, they have the opportunity to network with natural resource professionals and other NR students.

The rest of the semester promises to keep the Natural Resources Club busy. The fisher project at Camp Ripley will go through the end of the semester and the telemetry will go year-round. Coming up quickly are a couple of banquets – one for Muskies Inc. in Brainerd and the other for Ducks Unlimited in Little Falls. The Club is sending students to another professional meeting in April – the joint meeting of the MN Prairie Chicken (MPCS) and Sharp-tailed Grouse Society (MSGs). A couple large events on the schedule for the students are a brush cut north of Palisade in late March and Crane Meadows National Wildlife Refuge Habitat Day in mid-March. As the semester progresses, the natural resources students at Central Lakes College remain willing and eager to meet the demands and challenges that come their way.

Voices From the Swamp

Voices from the Swamp 6 – The Holy Grail of Diversity by Ray Norrgard

It is generally taken at face value that ecological diversity is a good thing. It is also common for the user of the term “diversity” to really mean species diversity as a measure of ecological health. While most listeners seemingly agree with such usage I suspect that there are a few in the audience, likely young rebellious types along with some old curmudgeons, who cringe at the blanket endorsement.

Species diversity, coined alpha diversity by R. H. Whittaker a decade or so before Earth Day, is indeed one measure of ecological diversity. It was defined by Whittaker, and typically used by present day ecologists, to describe species diversity within habitat types. Whittaker also proposed beta diversity to describe habitat diversity and the all-encompassing gamma diversity to describe the total species diversity in a landscape. Statistically oriented ecologists, being who they are, immediately began a decades-long debate over finite definitions using mathematical models. The relatively simple concept of alpha diversity became

$${}^qD_{\alpha} = \frac{1}{\sqrt[q-1]{\sum_{j=1}^N \sum_{i=1}^S p_{ij} p_{i|j}^{q-1}}}$$

More importantly, perhaps, is that the debate became so complex that most practitioners went to the other extreme by applying diversity too simply as a concept and as a management objective. In truth, our world is so wonderfully variable and complex that exceptions to almost any axiom are rampant. Increased species diversity does, in general, lead to increased resiliency of ecosystems (not to be confused with stability). Yet, simply adding plants and animals (native or nonnative), and thus temporarily increasing diversity, can also destroy ecosystems.

There are other situations where increased diversity lowers the abundance of an individual species that drives the productivity of the food chain. An example close to home could be the succession of submerged vegetation in a permanently flooded prairie wetland. When first flooded the basin typically would be dominated by sago pondweed, an extremely beneficial food plant for diving ducks, swans, and even Canada geese. As the basin matures without interruption, the diversity of pondweeds often increases to include the broad leaved pondweeds such as Richardson’s, White-stem, and Large-leaved. Is the submergent vegetation stand more diverse? Yep. Is the stand more resilient? Possibly, depending on the intrusion. Is the stand healthier or more productive? Not if you are a redhead, canvasback or swan.

Taken further, this example would lead us into a discussion of beta, or habitat diversity. Certainly in the case of wetland dependent wildlife species, the habitat discussion very quickly evolves into a discussion of wetland complexes. The diversity of wetland regimes is critical to providing the variety of wetland habitats necessary to sustain the seasonal life-stages of everything from amphibians to ducks. It provides resiliency to annual changes in precipitation. And also likely will be an important characteristic for resilience to climate change.

Scale is critical to this discussion. As the size of the area changes so will the type and importance of diversity. For example, while submergent plant species diversity (alpha diversity) may not be necessary within a specific prairie wetland to support abundant wildlife, a diverse set of wetlands (beta diversity) within the local area is critical for success. As the focus area expands beta diversity will include wetland and non-wetland habitats for successful prairie bird management, including upland nesting wetland species.

Voices From the Swamp (continued)

The non-wetland upland areas will be most successful if they include structural diversity for birds and specific species for invertebrates. It will be important for the structural diversity to occur both within and between patches. This combination of interspersed diversity and patch diversity within a landscape reflect alpha and beta diversity respectively. The resulting total number of species in the landscape reflects gamma diversity (basically alpha multiplied times beta).

It is important to ask if success should be based on the total number of species found or the abundance of some key species sharing similar habitats. Certainly in the case of endangered, threatened, or harvested wildlife species, success is clearly based on population size and distribution rather than the total number of different species present. While this does not lessen the importance of the basic concepts of ecological diversity, it should provide a somber reminder that diversity, per se, is rarely an appropriate management objective. The lack of specificity clouds the desired outcomes and hinders the selection of appropriate management actions. Rather, effective wildlife management typically starts with a species or guild objective and diversity comes to bear on one or more levels as a potential strategy. Even then, diversity should be not be held as a general concept but rather defined by level, scale, and representative species.



Other Items...

The Ralph Town Memorial Loon Carving

The Minnesota Chapter of the Wildlife Society (MN TWS) is pleased to announce a new, rather unusual fund raising opportunity made possible by the family of the late Ralph Town. Ralph, a life member in TWS was a talented wood carver. After his retirement from the U.S. Fish and Wildlife Service in 1989, Ralph founded "Whit'lings", his wood carving business where he created pieces of wildlife art, many of which he donated to charitable causes. One of the final pieces he was working on was a full size common loon. According to his wife Helen, he was working on the final painting touch-ups on the loon just before he passed away on March 25, 2014 at the age of 80.

The Town family, with the assistance of Ken Higgins and Carl Madsen, decided to donate the unfinished loon carving to the chapter to be used as an annual fundraising auction item at its annual meeting. Even though the carving was not totally finished according to Ralph's standards; it is a symbolic reminder to all of us that the work of conservation is never finished!

The auction will work like this – whoever is the highest bidder will have possession of the carving for one year until the next annual meeting. At that time, the carving will be auctioned off again. This cycle will continue into perpetuity. Each high bidder for the carving will be recognized by having their name engraved on a metal plate which will be permanently attached to the base of the carving. All funds raised from each auction will be used to further the mission of the MN TWS at the discretion of the chapter's Board of Directors.

The first auction of the carving occurred this year at the annual meeting held in Duluth, MN during February 17-18, 2015. The winning bidder of this initial offering was Alice Faith-Trauger. Interestingly, Alice worked for Ralph while with the U.S. Fish and Wildlife Service. The MN TWS wishes to thank Alice for her contribution to MN TWS and for honoring the memory of Ralph Town.



Presentation of the Ralph Town Memorial Loon Carving to Alice Faith-Trauger. L to R, David Trauger (Alice's husband), Tom Cooper (MN TWS Board), Alice Faith-Trauger, and Ken Higgins (friend of the Town Family).

Other Items... (continued)

The Rusty Blackbird Spring Migration Blitz is taking place again this year between March 10 and April 20 in Minnesota. While much research has been done on the boreal breeding grounds, biologists know little about its migratory habits. The purpose of this blitz is to identify critical migration sites across its entire migration route. Anyone birding in Minnesota during the aforementioned period should submit all their Rusty Blackbird observations to www.eBird.org. When reporting on eBird, make sure you select "Rusty Blackbird Spring Migration Blitz" under "Other" on the Date and Effort page, even if you did NOT observe any Rusty Blackbirds. Rusty Blackbird spring "Areas of Interest", as determined from last year's blitz, can be explored in this interactive map: <http://rustyblackbird.org/outreach/migration-blitz/2015-areas-of-interest/>.

Minnesota is again competing with Wisconsin to see which state finds the most Rusty Blackbirds this spring. The winning state gets a Rusty Blackbird carving to display publicly (for us it would probably be at the Bell Museum in Minneapolis). Wisconsin won last year, but we can make a comeback and win this year!

More information, including (optional) data sheets and identification tips, can be found here: <http://rustyblackbird.org/outreach/migration-blitz/>. If you have any questions about the blitz, or how to use eBird, feel free to e-mail your Minnesota state coordinators, Brittney Larson

Birding for Science and Conservation

You can help researchers gain clues as to why Rusty Blackbird populations have dropped 85-95% in the past 40 years. All you have to do is go birding and submit your sightings to eBird.com. Even if you do not see any Rusties, please submit that important data too. Your data help scientists further conservation efforts for these unique and beautiful birds!



Join us for the Second Annual RUSTY BLACKBIRD SPRING MIGRATION BLITZ

For more information about Rusty Blackbirds, submitting to the Blitz, and conservation efforts visit

RustyBlackbird.org



Border Battle!



Minnesota is rivaling Wisconsin to see which state can spot the most Rusties. Help Minnesota win the trophy back from Wisconsin this spring!

Other Items... (continued)

Minnesota Turtle Crossing Tally and Count



PROJECT PARTNERS

HerpMapper
Minnesota Herpetological Society
MNDNR - Nongame Wildlife Program
Three Rivers Park District

Roads have been an issue for turtles for as long as cars have been driving around. The density of roads and cars has increased to a point where this hazard can impact the long-term survival of some turtle populations. Fortunately, there are relatively simple road improvements and habitat modifications that can be made to reduce the number of turtles crossing roads. These range from things like dedicated wildlife underpasses, modified culverts, wildlife-friendly curbs, and fences to things like enhanced nesting habitat. These mitigation efforts can be expensive and are not always embraced by highway departments.

The best way to show highway departments the need for protection or at least future planning is tangible evidence showing which road stretches have a significant number of turtle crossings. State and County biologists cannot collect enough information across the State to identify all the important crossings, but public volunteers can help to provide that information. The use of online mapping and mobile phone apps allow adult volunteers to submit locations of turtle crossings.

***Do not put yourself in harms way to protect or document turtles
or other wildlife observed on a roadway.***

DATA COLLECTION

Individuals are encouraged to submit records of both live and dead turtles at crossings (other amphibian and reptile data also welcome). The focus is on the seven-county Twin Cities area (Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington), but observations from other parts of the state are welcome and encouraged. All observations will be submitted through the Herpmapper.org website, or by using HerpMapper's Mobile Mapper app on your smartphone or tablet (preferred). (Appendix 1 and 2)

Creating a HerpMapper account

- 1) Go to: <http://www.herpmapper.org/register>
- 2) Create your account by completing the requested information: E-mail/Username/Password. Done!
- 3) Login and click on "Mobile App" in the menu at the top.
- 4) Write down the your E-mail/Username and API Key. Done

Other Items... (continued)

Setting up the app on your smartphone or tablet. (You DO need to be in WIFI or data service for these steps.)

- 1) Download "Mobile Mapper" app from Google Play Store or Apple App Store.
- 2) Open the Mobile Mapper app and allow it to use your location if prompted.
- 3) Click "Add New Service."
- 4) Enter the e-mail address you used to sign up on HerpMapper.
- 5) Enter your "API Key" that you wrote down.
- 6) Enter the Configuration URL: <http://www.herpmapper.org/mobile/mn>
- 7) Check "Use as Default Service."
- 8) Click "Save Settings."

How to enter data on your smartphone or tablet. (You DO NOT need to be in WIFI or data service for this part.)

- 1) Take photo of the turtle (optional see step # 6).
- 2) Open the Mobile Mapper app.
- 3) Select "New Record" or "New Record" for "MN HerpMapper" (if not the default).
- 4) On the location page, be sure to "refresh" until your location accuracy is 25m or less (Ideally 5-10m). NOTE: If using a phone or tablet without data service, it may take a minute or two to lock onto your GPS for the first record (it will get quicker). Also note that the map will NOT generate without data service. **This is OK.** Hit continue.
- 5) Select "Browse Taxa" to see a list of amphibian and reptile species for MN (or select "Unknown" if you are not sure). Report even small parts of road-killed turtles.
- 6) Next, take a photo of the turtle (or choose image from your gallery if you have already taken the photo). Hit continue.
- 7) Click "Deceased" if the turtle is dead on the road. Feel free to add notes such as current weather conditions if alive on the road.
- 8) Review record and hit "Save Record" at the bottom of the screen.
- 9) **Upon arriving home, be sure to open the app and select "Pending Records." Then select "Sync Records." (You must be in WIFI or have device data.)**

Note: *If your mobile device is allowed to enter an idle state it may disrupt the communication and result in only a partial upload of your records or an error message. To avoid this, observe the app and do not allow your phone to idle.*

If you run into issues, contact: info@herpmapper.org (even if data seems to disappear from the pending records page, it can usually be recovered – do not worry).

RESULTS

Data collected will be used to generate maps of known turtle crossing areas that can be shared with and used by conservation agencies and highway departments to prioritize and develop safer crossing areas. In addition, data can be collected in areas after mitigation strategies are put into place to better determine their efficacy.

Other Items... (continued)

Appendix 1 – Mobile App instructions

Download Mobile Mapper

Mobile Mapper is available for Android and iOS (Apple) devices. To download Mobile Mapper, use the following links:

[Google Play](#)

[iTunes Store](#)

For more information about using the app, visit: <http://www.herpMapper.org/mobile/mapper>

Appendix 2 - Creating Records Using A Computer

You can create records from past observations using images or sound files stored on your computer:

1. After logging in to HerpMapper, right-click on your name in the upper right-hand corner and select "Upload Files".
2. From the Upload page, click "+ Add files..." and navigate to one or more image files saved on your computer. HerpMapper accepts ".jpg" and ".mp3" file types for vouchers.
3. After one or more voucher files are selected, click on the blue "Start Upload" box to upload multiple images, or individually select the "Start" box to the right of each voucher.
4. After the upload is complete, click again on your name in the upper right-hand corner and select "My Files".
5. On the Voucher Files page, each selected voucher file has a check box in the upper left corner. Check each box (or select the "Toggle All" box on the right) and then click on the "Create New Record" button.
6. Fill in the fields on the Add Record page:
 - o "Species" is a search-and-pick field - for example, if you type "Chrysemys", a pick list with all taxa containing that word will appear, and you can select from the list. You can also type in a common name (such as "Racer") and get a pick list. **If you are unsure of the species, you may leave this field blank.**
 - o **Note:** Some cameras include metadata in the image files (such as date, time, geo-location, etc.). HerpMapper will auto-fill this information into the record. **Be sure to double-check information for accuracy.**
 - o If you do not have any data for the longitude and latitude fields, you can use the interactive map to scroll to the correct location. You can switch between Map View and Satellite View. Use the + - slider or a mouse wheel to zoom in; right-click and hold to move around the map. When you find the correct location, click and then release to set the location pointer. The pointer can be moved and set again with another click. Try to be as detailed as possible. Once the location is set, the Latitude, Longitude, Altitude, Accuracy, Datum, and Coordinate Source fields are filled.
 - o Select the appropriate life stage for the Age field.
 - o Additional Notes field: This field is visible to the public, so take care with what information you enter here - be sure to exclude locality descriptions in this field (do not add park names, etc.). Things to include if known:
 - Total number observed in this area. Natural history observations (mating, eating, courtship, etc.).
 - Method used if actively searching for amphibians / reptiles (e.g., found under log, alive on the road, etc.).
 - Specimen gender, approximate size, or other macro- or micro-habitat variables.
 - o Private Notes field: This field is only visible to yourself and HerpMapper partners. Extra locality descriptions and other important information that you do not wish the public to see may be entered in this field.
 - o Click "Save Record."
 - o Double check that all information is correct (including the mapped location).

7. Return to "My Files" and repeat with additional vouchers.

Viewing Your Records

To view records you have entered, click on your name in the upper right-hand corner and select "My Records." To sort / filter your records, expand the "Search Options" section at the top of the My Records page.

For more information about HerpMapper, visit: <http://www.herpMapper.org/help>

Also see the HerpMapper FAQs: <http://www.herpMapper.org/faq>

Other Items... (continued)

Applying for a Job?

All of us have to do it. Most of us do it a lot over our careers. I don't know why it always seems to be such a great struggle. Perhaps because finding the balance between being complete and over-bearing is just not in our typical professional training. I came across this article last fall and thought that our members may find it useful. Although intended for open resumes', the suggestions apply even in highly structured application forms. You can find more from Laszlo Bock, including a part 2 follow-up to this article online. Good hunting! Ray Norrgard

The Biggest Mistakes I See on Resumes, and How to Correct Them

Laszlo Bock

SVP, People Operations at Google

Sep 17, 2014

I've sent out hundreds of resumes over my career, applying for just about every kind of job. I've personally reviewed more than 20,000 resumes. And at Google we sometimes get more than 50,000 resumes in a single week.

I have seen A LOT of resumes.

Some are brilliant, most are just ok, many are disasters. The toughest part is that for 15 years, I've continued to see the same mistakes made again and again by candidates, any one of which can eliminate them from consideration for a job. What's most depressing is that I can tell from the resumes that many of these are good, even great, people. But in a fiercely competitive labor market, hiring managers don't need to compromise on quality. All it takes is one small mistake and a manager will reject an otherwise interesting candidate.

I know this is well-worn ground on LinkedIn, but I'm starting here because -- I promise you -- more than half of you have at least one of these mistakes on your resume. And I'd much rather see folks win jobs than get passed over.

In the interest of helping more candidates make it past that first resume screen, here are the five biggest mistakes I see on resumes.

Mistake 1: Typos. This one seems obvious, but it happens again and again. A 2013 CareerBuilder survey found that 58% of resumes have typos.

In fact, people who tweak their resumes the most carefully can be especially vulnerable to this kind of error, because they often result from going back again and again to fine tune their resumes just one last time. And in doing so, a subject and verb suddenly don't match up, or a period is left in the wrong place, or a set of dates gets knocked out of alignment. I see this in MBA resumes all the time. Typos are deadly because employers interpret them as a lack of detail-orientation, as a fail-

Other Items... (continued)

ure to care about quality. The fix?

Read your resume from bottom to top: reversing the normal order helps you focus on each line in isolation. Or have someone else proofread closely for you.

Mistake 2: Length. A good rule of thumb is one page of resume for every ten years of work experience. Hard to fit it all in, right? But a three or four or ten page resume simply won't get read

closely. As Blaise Pascal wrote, "I would have written you a shorter letter, but I did not have the time." A crisp, focused resume demonstrates an ability to synthesize, prioritize, and convey the most important information about you. Think about it this way: the **sole** purpose of a resume is to get you an interview. That's it. It's not to convince a hiring manager to say "yes" to you (that's what the interview is for) or to tell your life's story (that's what a patient spouse is for). Your resume is a tool that gets you to that first interview. Once you're in the room, the resume doesn't matter much. So cut back your resume. It's too long.

Mistake 3: Formatting. Unless you're applying for a job such as a designer or artist, your focus should be on making your resume clean and legible. At least ten point font. At least half-inch margins. White paper, black ink. Consistent spacing between lines, columns aligned, your name and contact information on every page. If you can, look at it in both Google Docs and Word, and then attach it to an email and open it as a preview. Formatting can get garbled when moving across platforms. Saving it as a PDF is a good way to go.

Mistake 4: Confidential information. I once received a resume from an applicant working at a top-three consulting firm. This firm had a strict confidentiality policy: client names were never to be shared. On the resume, the candidate wrote: "Consulted to a major software company in Redmond, Washington." Rejected! There's an inherent conflict between your employer's needs (keep business secrets confidential) and your needs (show how awesome I am so I can get a better job). So candidates often find ways to honor the letter of their confidentiality agreements but not the spirit. It's a mistake. While this candidate didn't mention Microsoft specifically, any reviewer knew that's what he meant. In a very rough audit, we found that at least 5-10% of resumes reveal confidential information. Which tells me, as an employer, that I should never hire those candidates ... unless I want my own trade secrets emailed to my competitors.

The *New York Times* test is helpful here: if you wouldn't want to see it on the home page of the *NYT* with your name attached (or if your boss wouldn't!), don't put it on your resume.

Mistake 5: Lies. This breaks my heart. Putting a lie on your resume is never, ever, ever, worth it. Everyone, up to and including CEOs, gets fired for this. (Google "CEO fired for lying on resume" and see.) People lie about their degrees (three credits shy of a college degree is not a degree), GPAs (I've seen hundreds of people "accidentally" round their GPAs up, but never have I seen one accidentally rounded down -- never), and where they went to school (sorry, but employers don't view a degree granted online for "life experience" as the same as UCLA or Seton Hall). People lie

Other Items... (continued)

about how long they were at companies, how big their teams were, and their sales results, always goofing in their favor.

There are three big problems with lying: (1) You can easily get busted. The Internet, reference checks, and people who worked at your company in the past can all reveal your fraud. (2) Lies follow you forever. Fib on your resume and 15 years later get a big promotion and are discovered? Fired. And try explaining that in your next interview. (3) Our Moms taught us better. Seriously.

So this is how to mess up your resume. Don't do it! Hiring managers are looking for the best people they can find, but the majority of us all but guarantee that we'll get rejected.

The good news is that -- precisely because most resumes have these kinds of mistakes -- avoiding them makes you stand out.

Where's the Board Meeting Minutes??

Check out the minutes from the latest board meeting on the TWS website at:

<http://drupal.wildlife.org/minnesota/minutes>



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