



## **PRESIDENT'S MESSAGE**

Greetings, fellow North Central Section (NCS) Wildlifers! I hope our fall newsletter finds you well. As always, we have much to share, from reporting on our inner operations to celebrating activities of our energetic student chapters and lives of colleagues that were embraced and lived fully.

As noted in our spring newsletter, my main objective this year has been to help us increase membership in NCS. Our Membership Team identified several strategies and started implementation. One strategy was to clearly articulate and advertise unique benefits of NCS membership. We developed a business card and poster highlighting those benefits, and will share them across the Section for use at State Chapter annual meetings and workshops, Student Conclaves, Midwest Fish and Wildlife Conferences, and more. Images of our [benefits card](#) and [poster](#) can be found here in our newsletter and on our [NCS website](#).

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*Jodie Provost  
2018 NCS President*

If you are enjoying this newsletter, you are already an NCS member. Thank you! As an NCS member, benefits to you include:

- Discounts on the Leadership Training Series and Workshops held at the Midwest Fish and Wildlife Conference.
  - Access to share and receive e-mail messages on our NCS Listserv, such as announcements for jobs, workshops, annual meetings, and awards, plus our newsletters.
  - Opportunities to serve, collaborate, and network with amazing, fellow Midwest professionals.
  - Influence key regional wildlife issues and policies, especially through our Conservation Affairs Network.
  - Voting privileges to elect NCS Officers, and Section-level representation on TWS Council.
  - Support our Student Chapter of the Year, Graduate and Undergraduate Student, and Professional Merit Awards.
- Sponsorship of symposia and training workshops.
  - And very importantly, support annual Student Conclave for our future professionals and leaders.

We are proudly sponsoring two workshops on Sunday, January 27, at the Midwest Conference in Cleveland. These workshops require a fee for participation, but as an NCS member benefit you are eligible for a substantial discount. The workshops include [Climate Change Adaptations for Wildlife Managers](#) (\$50 discount for NCS members, so \$10 out of pocket) and Wildlife Society [\(TWS\) Certification](#) workshop (\$30 discount for NCS member, so free to you!). The latter workshop is part of our continuing Leadership Series. Member discounts are supported by our NCS Professional Development Fund (PDF), created and sustained through concerted fundraising and donations over the years. Your Executive Board (working with the PDF team) will continue sustaining and growing this fund, and identifying and implementing professional development opportunities for you, particularly at Midwest Conferences.

I want to take this opportunity to say a few words about the annual NCS Student Conclave held each spring. This event is intended to rotate around the midwestern states offering aspiring wildlifera the chance to network and learn, along with a little, ok a lot, of fun. Activities range from bird banding and foothold trapping, to the Quiz Bowl and networking around bonfires. A host is still needed for spring 2019. Please encourage local Student Chapters within a state to consider hosting Conclave as an investment in professional growth and leadership experience. Schools that have hosted Conclave in the past are willing to share their experiences with registration, program, and budget materials to aid in planning. Your NCS membership helps provide up to \$1000 of support to Conclave each year.

A huge thanks to our NCS Membership and PDF Teams, and Ed Thompson, TWS CEO, for sharing their time and talents. Our Section has solid positive momentum, and we will continue forging ahead. We are always open to your input. Please help us encourage others to join NCS and become involved, to invest in themselves, their wildlife community and the future of wildlife conservation. We offer substantial benefits for \$20 annual dues (\$10 for students and retirees).

One of our members, Jessica Tapp, recently authored and shared an excellent article regarding her experience in the TWS Leadership Institute, why she thinks people become involved in TWS, and leadership. Please give it a read [here](#) in the newsletter. Finally, thank you for the opportunity to serve our Section this past year. It has been an honor and a pleasure. I encourage others to consider serving on our NCS Board and teams. The people you serve alongside are the finest. If at the Midwest Conference, please stop by our NCS booth to say hello and share a bit about why TWS is important to you. Because together, "We are The Wildlife Society!" *Jodie Provost* [\[Back to Table of Contents\]](#)

## **NORTH CENTRAL SECTION REPRESENTATIVE**



*John Moriarty  
Section Representative  
to TWS Council*

The fall council meeting for The Wildlife Society (TWS) was held at the Annual Conference in Cleveland. We reviewed TWS's budget; the Society reached its goal of having

6 months of operating budget in reserve one year ahead of schedule. The need to rebuild the reserve was due to the economic recession of 10 years ago that affected our investments and revenue. Reaching the goal early shows that TWS is fiscally sound, and now the portion of the budget used to replenish the reserve can now be used for programmatic improvements for members and to expand membership opportunities for students. I will get a chance to review next year's

budget at the spring Council meeting in Denver, Colorado.

TWS has been busy on federal policy with efforts on Pittman Robertson revisions, Endangered Species Act revisions, and the Restore America's Wildlife Act (RAWA). The Policy Priority Committee solicited comments from TWS State Chapters and Sections for suggestions on priorities for the next congressional session. These priorities will be reviewed over the next several months and finalized for the spring term.

Several membership initiatives are under review aimed at retaining students and early career professionals. These initiatives are set for implementation in 2019. The membership give back program at the time of annual renewal is working. Recall that this program allows a renewing member to nominate a non-member for a free 6-month membership. All members are encouraged to use this program.

During the annual TWS conference, student chapter advisors met. One of the

main discussion topics was hosting student Conclaves. The Southeastern Section has a long history of successful Conclaves, built off a rotating schedule, and a handbook to help with meeting planning. Mariah Simmons (TWS National Office) will be gathering info on running Conclaves and make the information available to interested student chapters.

During the awards ceremony of the plenary session of the Annual Conference, two NCS members, Craig Miller and Lowell Suring, were honored as TWS Fellows. Additionally, Kali Rush was awarded the Donald H. Rusch Memorial Game Bird

Research Scholarship. Congratulations to all! The Annual Conference had over 1,650 participants, and over 900 presentations on a wide variety of topics. There were more talks than one could get to! I regularly had 2 or 3 talks highlighted for the same time!

There was discussion at the fall Council meeting on preparations for the 2019 annual conference in Reno, Nevada. This conference will be held jointly with the American Fisheries Society. It is expected to be our largest meeting to date! The 2020 meeting will be held in Louisville, KY.

John Moriarty [\[Back to Table of Contents\]](#)

## WHO WE ARE!

The North Central Section (NCS) of The Wildlife Society (TWS) represents 8 states and (as of 2018) is affiliated with 28 student chapters, at any time serving between 200 – 400 members. We serve as liaison between our parent organization and the State Chapters, as each Section has a representative on TWS Council. Members of NCS receive multiple [benefits](#) including reduced fees for workshops, hosted symposia at professional meetings, and coordinated action on conservation issues in our region. If you are not a member of your TWS Section, join today! NCS membership is only \$20 and can be added to your current TWS membership through your secure TWS [portal](#) (LOGIN button upper right).

State Chapters	Student Chapters	
Illinois	Ball State University	Northwest Missouri State University
Indiana	Bemidji State University	Ohio State University
Iowa	Central Michigan University*	Purdue University
Michigan	Eastern Illinois University	Southeast Missouri State University
Minnesota	Hocking College	Southern Illinois University
Missouri	Iowa State University	University of Central Missouri*
Ohio	Lake Superior State University	University of Illinois – Champaign/Urbana*
Wisconsin	Michigan State University*	University of Minnesota – Crookston*
	Michigan Technological University	University of Minnesota
	Minnesota State University – Moorhead	University of Missouri
	Missouri State University	University of Wisconsin – Madison*
	Missouri Western State University*	University of Wisconsin – Stevens Point*
	Northern Michigan University	University of Rio Grande
	Northland College	Western Illinois University

\* Outstanding Student Chapter Award Winners (1999 – 2017)

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## TREASURER'S REPORT (AS OF NOVEMBER 20, 2018)

### GENERAL FUND (Checking & Savings)

General Fund Balance as of April 20, 2018 ..... **\$3,138.62**

Checking Starting Balance	\$1,544.03
<b>Checking Income</b>	
1 <sup>st</sup> Qtr 2018 TWS Dues	\$1,450.00
2 <sup>nd</sup> Qtr 2018 TWS Dues	\$420.00
3 <sup>rd</sup> Qtr 2018 TWS Dues	\$280.00
Subtotal	\$2,150.00
<b>Checking Expenses</b>	
Transfer to Prof Development (extra from 2018 fiscal year)	\$800.00
WI Chapter for Elk Technical Training	\$250.00
2019 Midwest FWC Cardinal Sponsorship	\$500.00
VistaPrint – NCS business cards and posters	\$313.12
Subtotal	\$1,863.12
<b>CHECKING TOTAL as of November 20, 2018</b>	<b>\$1,830.91</b>

Savings Starting Balance	\$1,594.59
<b>Savings Income</b>	
Interest (April, May, June, July, August, Sept, Oct 2018)	\$ 0.95
Subtotal	\$ 0.95
<b>Savings Expenses</b>	
None	\$ 0.00
Subtotal	\$ 0.00
<b>SAVINGS TOTAL as of November 20, 2018</b>	<b>\$1,595.54</b>

General Fund Balance as of November 20, 2018 ..... **\$3,426.45**

### PROFESIONAL DEVELOPMENT FUND

Balance as of April 20, 2018..... **\$43,051.86**

<b>PD Income</b>	
Interest (April, May, June, July, August, Sept, Oct 2018)	\$ 141.18
MAFWA Leadership workshop support	\$ 362.62
Transfer from Checking (extra from 2018 fiscal year)	\$ 800.00
Subtotal	\$1,303.80
<b>PD Expenses</b>	
None	\$ 0.00
Subtotal	\$ 0.00

Balance as of November 20, 2018..... **\$44,355.66**

**TOTAL FUNDS as of November 20, 2018..... \$47,782.11**

Respectfully submitted by the Treasurer of the North Central Section:



Jim Schneider  
Department of Fisheries and Wildlife  
Michigan State University



## *ELECTIONS (VOTE HERE) - VOTE BY JAN 25, 2019*

### **PRESIDENT – ELECT**

### **2 CANDIDATES: OLIVIA DELEE and JEREMY HOLTZ**

#### **Olivia LeDee**

I have been a proud member of The Wildlife Society (TWS) since 2009 and value the information, training, and support it provides to students and professionals. I have been actively engaged with TWS, serving in multiple leadership roles for the Climate Change Working Group (Chair, Board Member, and Secretary) and as a member of the Editorial Advisory Board for The Wildlife Professional. I have authored papers in TWS journals, organized research symposia, and developed training workshops. I would like to continue in service to the organization as President of the North Central Section.



I completed a Ph.D. in Conservation Biology from the University of Minnesota with a focus on land conversion and the management of threatened and endangered species in coastal areas. From 2008-2012, I focused on qualitatively and quantitatively assessing vulnerability of wildlife to direct and indirect impacts of climate change, including working with the Wisconsin Initiative on Climate Change Impacts. From 2012-2016, I worked for the Minnesota Department of Natural Resources as a Policy and Planning Consultant in the Division of Fish and Wildlife, providing technical, policy, and decision support on contentious issues and emerging threats, including population management, conservation funding, and climate change. Since 2016, as Deputy Director of the Department of Interior, Northeast Climate Adaptation Science Center, I provided support and leadership in the areas of program administration, inter-agency coordination, and stakeholder engagement. Since May, I have served as Acting Director of the center. I am also an Adjunct Assistant Professor in Fisheries, Wildlife, and Conservation Biology at the University of Minnesota, Twin Cities, teaching classes on preparing future professionals and climate change.

In this region, there is a wealth of talented, dedicated wildlife professionals. If elected as President, my goal would be to expand opportunities for us to share best practices--across individuals, institutions, and State Chapters. We can share more of our innovative solutions to common problems, especially in the areas of student training, Chapter engagement, leadership training, and membership communication. Thank you for the consideration.

**Jeremy Holtz**

My name is Jeremy Holtz, and I am a wildlife biologist with the Wisconsin Department of Natural Resources (DNR). In addition to managing wildlife species and state wildlife properties in my assigned work area, I am also the Facilitator for the Wisconsin [Young Forest Partnership](#). Prior to coming to work for Wisconsin DNR twelve years ago, I worked as an Assistant Area Wildlife Manager for the Minnesota Department of Natural Resources, as well as working various part time and seasonal positions in Colorado, Kansas, and Wisconsin.

I have been involved with The Wildlife Society (TWS) since attending Colorado State University, where I earned my B.S. in Wildlife Biology in 1998. I was elected to the position of President-elect of the Wisconsin Chapter of The Wildlife Society in 2017 and am currently President of our chapter. During my time in this position, I have had the honor to serve in a leadership role in the North Central Section of TWS and have been thoroughly impressed with the dedication and professionalism with which they conduct our Society's business.

In an effort to not only continue my involvement with TWS but also expand my own personal and professional horizons, I worked to become increasingly involved with the Society. I became a Certified Wildlife Biologist® in 2015 because I wanted to hold myself to the highest standards in our profession. I wrote an article on the Wisconsin Young Forest Partnership for the TWS Wildlife Professional, which was published in February 2017. While serving as President-Elect of the chapter, I also served on the Program Committee and chaired the plenary session subcommittee for the 2018 Midwest Fish and Wildlife Conference hosted here in Milwaukee, Wisconsin. In my year as President, I worked to improve participation and involvement in our Chapter and Section. I led a small committee that assembled and put on a fall technical training session that focused on our elk herd as well as other north woods wildlife species. As my time as President comes to a close, I look forward to continuing to populate and reinvigorate the issues committees for our Chapter and Section.

Off the clock, I volunteer to educate the public on wildlife management, species history and current issues affecting natural resources. I write a column for the local paper and record weekly radio spots for the local public radio station. Naturally, with three young boys and a chocolate lab, the rest of my time is spent hunting, fishing, camping, and spending time with my family.

If elected, my hope would be to have the opportunity to continue working with the Section on developing partnerships and improving its relevance to all wildlife resource professionals. In my opinion, there has not been a more significant role for TWS to play in natural resource



conservation than there is right now. At every level of government, our resources are experiencing serious strain and exploitation. As Theodore Roosevelt said, “the wildlife and its habitat cannot speak; so we must and we will.”

### **TREASURER**

#### **2 CANDIDATES: KYLE DALY and SCOTT MEISTER**

##### **Kyle Daly**

I have been a member of The Wildlife Society since 2008 and a member of the North Central Section (NCS) and Minnesota Chapter since 2011. I am currently serving my second term on the Minnesota Chapter Board as Treasurer (ending February 2109) and graduated from The Wildlife Society’s Leadership Institute in 2017. The Wildlife Society has benefited me personally by providing networking, professional development, and continuing education experiences. More importantly, I value The Wildlife Society because it is the voice for our vocation as wildlife professionals. As we continue to face reemerging and new challenges in our careers, The Wildlife Society provides an objective science-based community to help us as individuals overcome these challenges, advocate for science-based policies, and perpetuate our profession.



Although membership in the NCS has declined from the past, it is exciting to see the ideas generated by the Executive Board to improve the relevance of the Section for our membership. Importantly, the NCS supports a continuing education fund to help provide training to wildlife professionals and is our united voice for emerging issues. If elected to the Executive Board for the Section, I look forward to helping grow the membership and continuing to provide career-advancing opportunities for wildlife students and professionals.

I completed my M.S. degree in Wildlife Ecology and Management from the University of Minnesota in 2014. I studied American woodcock ecology under David Andersen and the USGS Cooperative Fish and Wildlife Research Unit. While working on my M.S. degree, I was also employed by the Fish and Wildlife Service in the National Wildlife Refuge Program. In 2013, I joined the Wildlife and Sport Fish Restoration program. In my current position, I review and administer Wildlife Restoration and State Wildlife Grants for Illinois, Iowa, Minnesota, and Missouri. This position provides me with a holistic view of wildlife conservation issues and successes throughout the Midwest as well as being tuned into the political battles we continually face in the conservation profession. Additionally, I am the lead for the Outdoor



Recreation Recruitment, Retention, and Reactivation (R3) Team for the Fish and Wildlife Service Midwest Region.

I am currently living near Minneapolis, Minnesota, and enjoy getting away from the concrete desert to hunt, fish, camp, hike, and paddle. Some highlights from this past year include a week-long fishing trip into the Boundary Waters Canoe Area, an elk hunting trip to Colorado, and a hiking trip to the Keweenaw Peninsula of Michigan.

### Scott Meister

Having grown up on the southwest side of Chicago, my upbringing and perspective on wildlife may be different than other The Wildlife Society (TWS) members. While my roots may differ, I've learned that my passion for wildlife and the outdoors is a commonality with many TWS colleagues. I pursued this passion scholastically and earned a B.S. in Natural Resources and Environmental Sciences from the University of Illinois and an M.S. in Zoology from Southern Illinois University.

After school I began my professional career as a wildlife ecologist with the Forest Preserve District of DuPage County. This agency, in the suburbs of Chicago, is tasked with managing 26,000 acres of woodlands, prairies, and wetlands in public trust. Amongst others, my duties as ecologist included resolving urban deer conflicts, and coordinating and implementing bird surveys. Sixteen years later, my current position is as the Forest Preserve District is Manager of Natural Resources. I work with and manage incredible staff who are propagating freshwater mussels, head-starting state-endangered Blanding's turtles, and rearing federally-endangered Hine's emerald dragonflies. Working for a land management agency with a goal of improving wildlife habitat, I also lead prescription burns and serve as project manager for large-scale stream restoration projects.

I have been a member of TWS since 2001 and formerly served the Illinois Chapter as Councilperson and President. My current role within the Chapter is Conservation Affairs Representative where I strive to inform our members on important policy and act on the Chapter's behalf by contacting our elected officials. I feel fortunate to have attended many recent TWS annual conferences where I have met a wealth of diverse professionals from whom I continue to learn from. I look forward to continuing engagement within TWS by becoming involved at the Section level.



**GRADUATE STUDENT REPRESENTATIVE  
2 CANDIDATES: SARAH FISCHER and KALI RUSH**

**Sarah Fischer**

I am a scientist-artist from Louisville, Kentucky, combining my interests in art and science to benefit both people and birds. Birds have been a constant in my life since I was a child – my father is a Research Wildlife Biologist with Department of Defense, and I was born during his dissertation work on Sage Grouse. However, I did not fully realize my interest in wildlife from a career perspective until I discovered The Ball State Student Chapter of the Wildlife Society as an undergraduate. I now have a BS in biology and BFA in printmaking from Ball State University (Muncie, IN), and I am currently an MS student at the University of Toledo (Toledo, OH) studying the full annual cycle of gray vireos, an under-studied, migratory southwestern songbird. I will complete my MS in May and immediately begin my PhD fieldwork on range-wide migration of Louisiana waterthrushes and worm-eating warblers.



Though the disciplines of art and science are commonly interpreted as being on opposite sides of the academic spectrum, I believe they can be symbiotic and used as a tool together to communicate science in a novel way beyond peer-reviewed publications. My professional goal is to be an inter-departmental professor in wildlife biology and fine arts, and to incorporate my own scientific research to broadly explore the intersection of ecology and social practice to include and engage non-scientists in the ways we think about climate change and the natural world.

I have been actively involved with The Wildlife Society (TWS) since my freshman year at Ball State in 2012, and have been a member since 2013. During my senior year, I was elected Vice-President of our Student Chapter, and since then I have been finding ways to be involved and create community among student wildlifers. In 2016, I was named the Outstanding Wildlife Undergraduate from the North Central Section (NCS), further fueling and encouraging me as a young wildlifer. Since 2017, I served on the committee of the Jay N. “Ding” Darling Award for Wildlife Stewardship through Art, and am interested in becoming more involved with the North Central Section, Ethnic and Gender Diversity Working Group, and Women of Wildlife. In 2018, I attended my first national TWS conference (Cleveland), which was an amazing experience as I connected with so many inspiring professionals in our field. I now carry that inspiration daily, and therefore I am running for the Graduate Student Representative NCS in hopes of creating meaningful opportunities for ALL wildlifers by bringing together diverse student communities with shared stewardship goals.

**Kali Rush**

I am a M.S. student at University of Wisconsin-Stevens Point studying female wood duck breeding season survival and habitat use. Although I began as a biochemistry major, I quickly found Fisheries and Wildlife at Michigan State University (MSU) as a freshman in 2012. I had never been exposed to natural resources careers before, but after attending a Fisheries and Wildlife (a student chapter of The Wildlife Society (TWS) and a student subunit of the American Fisheries Society (AFS)) Club meeting, I was excited about switching into this field. I remained a member of Fisheries and Wildlife Club until I graduated in 2016. I founded a student chapter of Ducks Unlimited as a sophomore and developed a passion for waterfowl and wetlands. I earned my B.S. in Fisheries and Wildlife with a wildlife biology and management concentration in May 2016.

During my undergraduate career, I was heavily involved in extra-curricular activities, undergraduate research, and part-time employment. I served as chairman for MSU Ducks Unlimited for three years and as secretary of the Fisheries and Wildlife Club for two years. I have been a member of The Wildlife Society since 2014. I also engaged with the student TWS chapter at University of Wisconsin-Stevens Point providing graduate school advice and student volunteer opportunities associated with my master's work. During the summer of 2013, I began volunteering for a Ph.D. student in the Boone and Crockett Quantitative Wildlife Center assisting with white-tailed deer counts. I completed an undergraduate research project titled, "Assessing Habitat-Specific Detection Probabilities". I presented this research as a poster at TWS annual meeting in Winnipeg in 2015, and orally at The Michigan Chapter of TWS in 2016. In March 2015, I began work as a student assistant for the Michigan Department of Natural Resources. I had an opportunity to work with many facets of natural resources including waterfowl, white-tailed deer, public lands, and ArcGIS. After a multitude of research and management experiences during my undergraduate career, I knew that I needed to pursue a graduate degree to make the impact that I wanted to.

Following graduation in May 2016, I worked as a technician in southern Missouri with a reintroduced elk population. In February 2017, I began as a technician leading a wood duck demography pilot study, and I enrolled as a graduate student in June 2017 to continue work on this project. I have continued to develop more interests and an understanding of our natural world since my undergraduate career. I had the opportunity to attend multiple TWS annual meetings and regional conferences, present research, and continue to interact with





professionals as often as possible. I received leadership awards and recognition from TWS and other wildlife organizations. I also developed new hobbies, such as hunting, camping, and hiking that help me better relate and understand the goals I am working towards every day.

Upon completing my thesis, I hope to continue working with waterfowl and wetlands and providing management recommendations to improve our Nation's waterfowl populations. After serving as the inaugural Graduate Student Representative, I have many ideas and would like to continue to serve the Section during my last year as a graduate student. I am excited about the opportunity to use my educational and work experiences to serve as the Graduate Student Representative on the Executive Board of the NCS.

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## **NORTH CENTRAL SECTION TO ADMINISTER NEW STUDENT TRAVEL GRANTS**

Beginning in 2020, the North Central Section will begin awarding student travel grants to attend the Midwest Fish and Wildlife Conferences (MFWC) or Student Conclaves. The Midwest Association of Fish & Wildlife Agencies (MAFWA) has assumed oversight responsibilities for MFWC via its foundation. Eleven of MAFWA's 13 state agency directors have agreed to host MFWC into the future on a permanent rotational schedule. Each state fish and wildlife agency will lead the development of the conference in cooperation with university, federal, state professional society chapters, and other partners as in the past as their rotation arrives. MAFWA's foundation will oversee contracts with meeting event planners, sign hotel contracts, manage financial matters, and assume risk. Proceeds from the conference will be split between the North Central Sections/Divisions of The Wildlife Society (TWS) and American Fisheries Society (AFS) for student travel grant award distribution. Student Chapters will likely be asked to nominate potential grant recipients based on individual student effort in promoting Student Chapter goals. – Ollie Torgerson (MAFWA)

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## **MEMBER PUBLICATIONS OF POTENTIAL INTEREST**

*Editor's note: This is a new section of our newsletter. Please consider submitting your published works and other available products for future newsletters.*

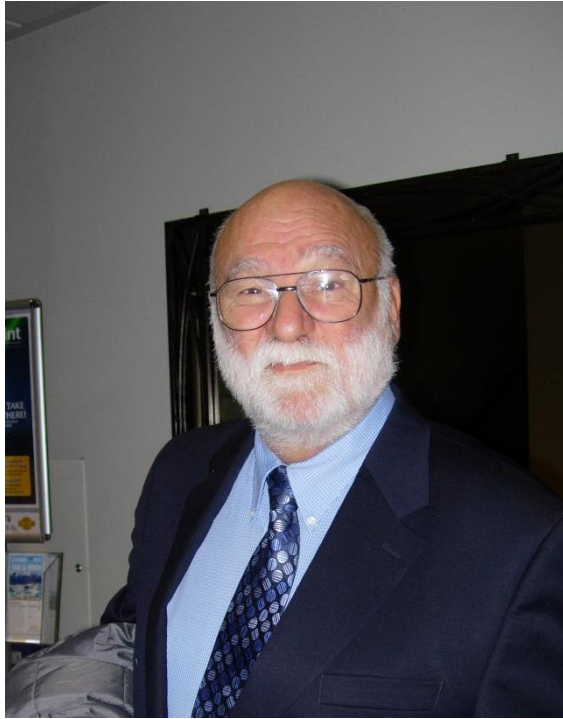
*From Jeff Levensgood – Illinois Natural History Survey*

Adkesson, Michael J., Jeffrey M. Levensgood, John W. Scott, David J. Schaeffer, Brent Panno, Jennifer N. Langan, Susana Cárdenas-Alayza, and Sandra James-Yi. n.d. Analysis of toxic and essential elements in the blood and feathers of Humboldt penguins (*Spheniscus humboldti*) at Punta San Juan, Peru. Journal of Wildlife Diseases, Article in press. Accessed October 15, 2018. <https://doi.org/10.7589/2018-03-081>

Merrill, L., Levensgood, J.M., England, J.C., Osborn, J.M. and H.M. Hagy. 2018. Blood parasite infection linked to condition of spring-migrating Lesser Scaup (*Aythya affinis*). Can. J. Zool. 96: 11451152. [dx.doi.org/10.1139/cjz-2017-0307](https://doi.org/10.1139/cjz-2017-0307)



## IN MEMORIAM



**Dr. John E. Toepfer  
1948-2018**

Although the world of prairie grouse is relatively small, there have been a few researchers whose names have loomed large and who have contributed much to our understanding of these remarkable birds – Dr. John E. Toepfer was an individual whose name shone brightly among that elite group.

On October 9, 2018 John went in for routine hip replacement surgery and was doing well afterwards. However, two days later his heart suddenly stopped and he was unable to be revived.

A native of Wisconsin, John E. Toepfer earned his B.S. and M.S. in 1972 and 1976 at the University of Wisconsin - Stevens Point where he developed a life-long interest in greater prairie chickens and a special friendship with Drs. Frederick and Frances Hamerstrom. As part of his Ph.D. work he made the first attempt to reintroduce prairie-chickens in Wisconsin at Crex Meadows Wildlife Area in northwest Wisconsin.

John then went on to earn a Ph.D. in Biological Sciences at Montana State University with his thesis on "The Ecology of the Greater Prairie-Chicken as Related to Reintroductions." As a Professor at Little Hoop Community College at Fort Totten Indian Reservation in North Dakota, he developed the first Tribal College Native American Wildlife Program and was instrumental in development of the Inter-Tribal Bison Cooperative.

Although John's focus was prairie grouse, in 1978 he also followed radio-marked sandhill cranes from Wisconsin/Minnesota to Florida and back documenting migration routes and stopover areas that are now being used to reestablish an eastern population of endangered whooping cranes. He also developed radio-marking, trapping and handling methods for American bitterns to study basic life history, locate wintering areas, and document migration routes using telemetry and satellite transmitters.

In 1992 John implemented a translocation of prairie chickens into the Bry Wildlife Management Area and surrounding area of North Dakota. This project was the beginning of 25 consecutive years of research on prairie chickens in Minnesota.

In 1992-1993 he also translocated prairie chickens from Minnesota into Illinois to initiate successful genetic rescue of prairie chickens in that state where a small, isolated, remnant population is now being maintained. From 1996 - 2015, he served as Research Consultant with

the Society of Tympanuchus Cupido Pinnatus, Ltd. (STCP) in conducting field research on prairie chickens in Wisconsin and across their range. To address STCP's concerns regarding declining prairie-chicken numbers and their future in Wisconsin, he developed and carried out their flagship field research project: *Prairie Chickens & Grasslands: 2000 and Beyond*.

As a result of his findings, he subsequently translocated greater prairie chickens from Minnesota into Wisconsin to increase declining genetics of that state's isolated, remnant population. Today, greater prairie chickens persist on the Buena Vista Marsh in Central Wisconsin – their last stronghold in the state.

Dr. Toepfer served on the Attwater's Prairie-Chicken Recovery Team and on the Board of the North American Grouse Partnership. In 2003, he received The Hamerstrom Award from the National Prairie Grouse Technical Council for outstanding contributions in the field of prairie grouse biology. In 2009, he was the recipient of the Minnesota Award by the Minnesota Chapter of the Wildlife Society. This is the Chapter's highest award and is presented to individuals that have made outstanding contributions to Minnesota's wildlife and natural resources.

Dr. Toepfer also served as the Principal Investigator on STCP's prairie-chicken research project in the Sandhills of Nebraska, perhaps the last, best place to study a large, stable population of prairie chickens in native habitat. This project titled: *The Sandhills of Nebraska: 2012-2015 – A Focus on the Future* set out to study the year-round ecology of greater prairie-chickens in the core of the range where large, healthy populations are associated with large expanses of native grassland habitat. It is ironic that with all the research done on greater prairie chickens in 75 years, the single dominant question that remained was - what is normal? This study answered that question and will have lasting impacts for future management of the species.

In 2015, STCP struck a major deal with the [George Miksch Sutton Avian Research Center](#) (Sutton Center) to benefit prairie grouse research and conservation efforts well into the future. The agreement involved dissolution of STCP, with \$1M of the proceeds being generously gifted to the Sutton Center. These funds are being used to support and expand research and conservation studies on prairie grouse. Under the agreement, Dr. Toepfer joined the Sutton Center as the first STCP/Hamerstrom Prairie Grouse Research Chair. There he continued his life's work of conducting and publishing scientific research on prairie grouse as well as assisting with captive production and subsequent release into the wild of greater prairie-chickens at the Sutton Center's new Attwater's prairie-chicken captive breeding facility.

For nearly 50 years John studied and actively worked to conserve and fully understand grouse across the American prairie and published more than 60 scientific and popular press articles about this research. His lifelong commitment to understanding prairie grouse and greater prairie chickens in particular was fueled by his incredible passion for the birds and his steadfast work ethic.

John had close friendships with many in the wildlife profession. His passing came as an unexpected shock to those who were fortunate to have known and worked with him over the

years. Suffice to say, he will be greatly missed by all those whose lives he touched and influenced.

To honor John's life and help insure his legacy, The G. M. Sutton Avian Research Center has set up a fund to create the John E. Toepfer Prairie Grouse Research Scholarship. This scholarship fund will complement the STCP/Hamerstron Prairie Grouse Chair position at the Sutton Center and provide opportunities for continued work on the prairie grouse John committed his life to saving.

For additional information on John's research visit: <http://prairiegrouse.org>. For additional information on how to contribute to the John E. Toepfer Prairie Grouse Research Scholarship contact: [suttoncenter.org/](http://suttoncenter.org/)

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## **IN MEMORIAM**



**Dr. Rochelle (Ro) Renken  
1955-2018**

Rochelle (Ro) Renken, a wildlife biologist, researcher, and longtime member of The Wildlife Society, died on June 22, 2018 along with her husband, Michael Huffman, while backpacking in the Alaskan wilderness. Both were 62.

Rochelle was born in 1955 in Fort Dodge, Iowa, and grew up in rural Manson, Iowa. She graduated from Iowa State University with a Bachelor's in Fisheries and Wildlife Biology in 1979, and Master's degree in Animal Ecology in 1983. She earned a Ph.D. in wildlife biology from the University of Missouri Columbia in 1988; and was among the first female biologists (two that year) to receive a doctorate in the program at the University of Missouri. Rochelle was a Wildlife Biologist for the Northern Prairie Wildlife Research Unit from 1981-82, Arctic Wildlife Biologist for the USFWS in Alaska in 1983, Fellow of the Delta Wildlife Research Station in 1984, and a Biological Scientist for the Florida Fish and Game from 1988-89. She started her career with the Missouri Department of Conservation (MDC) as

Wildlife Research Biologist in 1989.

During her 28-year career with the MDC, Rochelle played numerous important roles for the agency. Among her first big projects as a researcher was the Missouri Ozark Forest Ecosystem

Project (MOFEP), a 100-year, landscape-scale experiment evaluating the effects of forest management on plants and animals in the Ozark oak-hickory forests. Her work included numerous vital management driven projects examining nongame and public use of the Missouri River. Her contributions to the Division and to the resources and public of the state earned her the Resource Science Division's Award of Excellence in 2004. She was promoted to Resource Science Field Chief in 2010 and served this role until her retirement in February 2018.

Rochelle was active with the Missouri Chapter of The Wildlife Society, serving as Treasurer in 1997 and 1998, President in 2009, and Past President in 2010. A major achievement during her presidential tenure was the Missouri Chapter being acknowledged as National Chapter of the Year. She was also active with the North Central Section of The Wildlife Society, serving as President Elect in 2012, President in 2013, and Past President in 2014. One of Rochelle's biggest contributions to the wildlife profession was serving as co-advisor for the University of Missouri Student Chapter of The Wildlife Society for 10 years, providing encouragement, guidance, and insight to future natural resource specialists. Rochelle was well published, covering a breadth of popular and peer-reviewed journals, including the Journal of Wildlife Management and Wildlife Society Bulletin. She was working with various colleagues on three peer-review publications even as she retired from MDC. Lastly, she was presented the E. Sydney Stephens Award, the Missouri Chapter's highest honor, in 2014.

In her free time, Rochelle enjoyed hiking, biking, canoeing, and birding. Spending time with family and friends was also an important priority in her life. She especially enjoyed birding and enjoying dawn hikes to watch the "world wake up." Rochelle's always-available-to-listen personality, laughter, work ethic, critical thinking, and friendship will forever be missed.

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## STUDENT CHAPTER REPORTS

### *Ball State University*

*(Submitted by Andrew Jamison, President of Student Chapter)*

Our chapter has been active with encouraging students to get involved and we aim to provide them with hands-on experiences. We had workshops dealing with telemetry and mist-netting. We also encouraged our members to attend the Midwest Fish and Wildlife Conference in Cleveland during the spring semester. We have been in close contact with Red-Tail Land Conservancy, an organization that preserves natural areas near Ball State, and we look forward to providing volunteer

opportunities for our members to work alongside a local land conservancy. We have had several speakers covering a wide array of subjects. Two of them were even Ball State Alumni. We also hosted a camping trip. Every week we announce volunteer opportunities with undergraduate research such as saw-whet owl banding and small mammal trapping. We are excited to host our annual pet night to kick off next semester.

### *Bemidji State University*

*(Submitted by Mitchell Anderson, President of Student Chapter)*

This fall our school Wildlife Society Chapter has been involved with many different activities around the Bemidji area and beyond. We had two different groups of students travel north to Agassiz National Wildlife Refuge to help the USFWS band ducks. We again did white-tailed deer spotlight surveys this year in Bemidji to help the MN DNR monitor the population and set regulations for next year's inner-city deer hunts. We had six students travel to The Wildlife Society national conference in Cleveland and we had a quiz bowl team participate as well. We have done some local work on a few Wildlife Management Areas around Bemidji in partnership with the MN DNR. We had 13 total students participate in CWD deer check stations this hunting season in partnership with the MN DNR. We will have 2 students go to The Wildlife Society Midwest Conference in Cleveland. We will again have many of our students participate in The Wildlife Society



state conference and will likely have one or two quiz bowl teams.





### *Central Michigan University*

*(Submitted by Aaron Parsons, Student Chapter President)*

We have grown as a club here at CMU, over double the members from last year. Our meetings have been full of activities, ranging from teaching about the recovery of wild Turkeys in Michigan, and facts about owls, to modern trapping and how conservation is important to maintaining a health balance in nature. I brought in a variety of traps and showed the members how they function and what types of animals could be captured with them. We talked about the importance of CITES (Convention on the International Trade of Endangered Species) tags and how this Act protects from poaching by making sure game is legally harvested.

We have crafted in meetings, like sewing fur together by hand, and making ornaments out of natural items like pinecones and acorns. The club really likes to play quiz games on Kahoot about wildlife, and other related questions.



The club also volunteers at the Wildlife Recovery Association; they specialize in birds of prey rehabilitation and education. Members are supervised by experts and are shown how to properly hold birds of prey and perform cleanup of the areas. In the spring there are plans to hold an educational bird of prey show here at CMU, along with cleanup at the site where the birds are housed. Joe and Barb are full of knowledge and love to pass it on to the next generation, every time students go there they come back with a wealth of information to pass on. An alumnus of CMU that was a member of TWS, is a graduate student now and works with them on her Master's thesis.



For our annual club camping trip, also called the wolf howling trip, we traveled to the Upper Peninsula of Northern Michigan, deep in the Hiawatha National Forest. We camped for two nights and explored many exciting places. Some of the students had

never been over the Mackinaw Bridge to the U.P. before. On Saturday we visited Big Spring (Kitch-iti-kipi), Michigan's largest spring. Then we traveled to Munising, MI, and visited Pictured Rocks shoreline and five waterfalls. The weather was very cool and a little rain at first, but everyone still had a great time.

Club members showed a lot of interest in trapping, so I had eleven students go out to the Kawkawlin flooding area where I beaver and muskrat trap. They had a lot of fun

exploring where the beavers had cut down trees and dragged them to the swamp to store for winter food. Some of the huts could be approached to see how they were constructed. I had set the traps out the night before, and we harvested one beaver and two muskrats. Trapping is the most effective way to control certain species that have little predation. The beavers had an entire area dammed up that was flooding over a road, this showed how these ecosystem engineers need to be kept in check or they could be quite destructive.





### *Michigan State University*

*(Submitted by Audrey Boike, Student Chapter Secretary)*

The Fisheries and Wildlife Club of Michigan State University (MSU) had a busy fall semester. One of our first club activities was a camera-trapping workshop. Students learned the functioning and use of remote camera traps in the field, followed by hands on experience of properly setting up a camera. Another exciting club meeting was an invasive crayfish workshop, where students learned about the impact of invasive crayfish on Michigan's native species in our Red Cedar River. We got into the river, learned how to properly catch and handle crayfish, and learned identification of native versus invasive crayfish. Club also held a bio blitz competition in a woodlot on campus, where teams of students and faculty recorded all species observed in the area. We hope to continue this event to obtain multi-year data on species in this area of our campus. We had many other workshops like these, such as navigation training and a USA jobs seminar.

The MSU Fisheries and Wildlife Club has also gone on a number of trips to local research and management organizations. We visited Burke Lake Banding Station, a local bird banding station where students learned about bird biology, behavior, migration and disease research, and how to properly collect data on passerines. We also visited an Arctic Grayling research facility, where students learned about reintroduction of native grayling into Michigan's streams. Lastly, Club visited the Wolf Lake DNR Fish Hatchery. We toured the hatchery's facility, learned about its operations, infectious aquatic animal diseases and hatchery health audits.

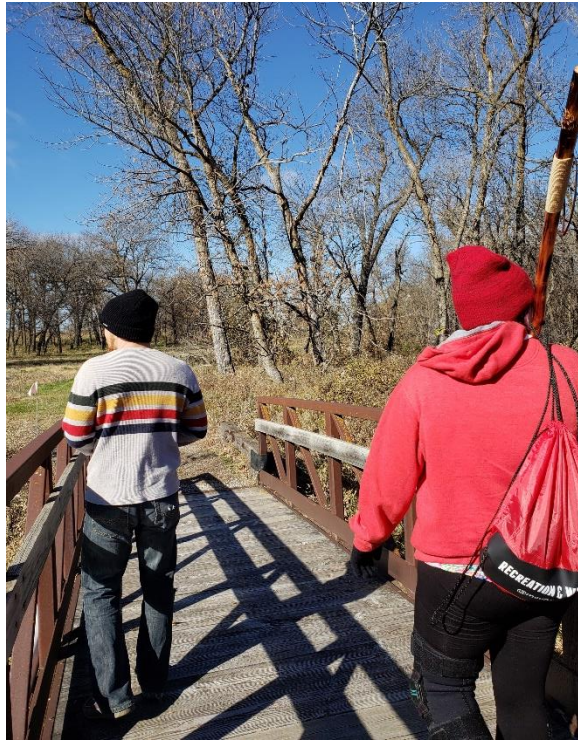
We also had our biannual Red Cedar River Clean Up, an event where our Club works together with other student organizations and the public to pull trash out of our river that runs through campus. This year, we pulled out 31 bikes, a microwave, and an air-conditioning unit.



### *Minnesota State University - Moorhead*

*(Submitted by Nicole Stepan, Student Chapter Vice President)*

The Wildlife Society teams up with Student Sustainability Association to enjoy nature at the MSUM Regional Science Center.



Wildlife Society hosts a pumpkin carving contest with donated pumpkins from faculty and local farms. Winning pumpkin (received a prize. All proceeds went to The Wildlife Society MSUM chapter to fund future events and outings.



### *Northland College*

*(Submitted by Abby Keller, Student Chapter President)*

The Northland College Student Chapter of the Wildlife Society has been busy providing students with experiences and knowledge within the field of wildlife research and conservation. We had several guest lecturers — such as TWS member Jordyn O’Gara of the Timber Wolf Alliance, who gave a wonderful presentation to our Student Chapter about the status and methods of wildlife management of gray wolf. Students were also encouraged to attend Northland College’s Wolf Awareness Week, where speakers from all over the globe came to present in our Sigurd Olson

Environmental Institute — from the American Southwest’s Mexican gray wolf biologist (John Oakleaf) to a wolf biologist all the way from Hustai National Park in Mongolia. Another way we want to prepare students for careers in wildlife is by providing them with various workshops relating to the field; NPS and USFS staff have even come to discuss building a federal resume/curriculum vitae, as well as how to navigate USAJobs.gov. While we believe it is important to provide this information to the members of our Student Chapter, Northland College is a strong



supporter of providing hands-on experiences as well. Demonstrating trail-camera setup, radio telemetry, and field basics are just a few ways we have

familiarized Northland Chapter students with techniques relating to wildlife management.



*Northland College Student Chapter members learning about wolves and wildlife research at the Wildlife Science Center in Stacy, MN.*

### *Purdue University*

*(Submitted by Landon Neumann, Student Chapter President)*

The Purdue Chapter of The Wildlife Society has been very active this fall. We host biweekly meetings. One meeting that we hosted involved hearing about the continued conservation of the whooping crane from the International Crane Foundation. This was a great opportunity for students to learn more about the conservation of a species and network with a professional. At another meeting we participated in a trash cleanup at a local Purdue property. This was our way to give

back to the Department and help restore a part of one of their properties. In addition, we hosted several workshops. One workshop was last weekend. We were able to collaborate with the Indiana DNR and help participate at white-tailed deer check-in stations in Indiana in order to look for chronic wasting disease. Our members had a great time and were able to learn a lot about ongoing work that the DNR is currently doing about CWD. In addition, students were able to get hands on

experience with taking lymph nodes out of deer. Finally, our Club continues to provide opportunities for members to learn how to manage invasive plant species. We hosted two invasive plant workdays this past fall

where we taught students how to cut down Amur honeysuckle. We hope the spring semester is as busy as the fall semester was.

### *Southern Illinois University*

*(Submitted by Nate Hooven, Student Chapter President)*

SIU's Student Chapter had a busy year full of events and professional development opportunities. During the spring semester, the Chapter sponsored a trip to Champaign for the Illinois Chapter's annual meeting, and students had the opportunity to network and learn from students and professionals from around the state. The Chapter also helped to organize a graduate school panel featuring students from SIU's Department of Zoology and the Cooperative Wildlife Research Laboratory, which was a great success and introduced many

students to the ins and outs of the wildlife profession and what it means to conduct research at the graduate level. During the fall semester, the SIU chapter invited speakers from SIU's wildlife lab and the Illinois Department of Natural Resources, as well as took an annual trip to southern Illinois' famed Snake Road in the Shawnee National Forest, volunteered with Carbondale's local natural areas organization, visited the St. Louis Zoo, and took a night hike to look for wildlife in the snow.

### *University of Central Missouri*

*(Submitted by Marissa Ginger, Student Chapter President)*



*The UCM Student Chapter of the Wildlife Society had its first meeting August 20th, and we've totaled 65+ members so far. This year's executive board is comprised of President Marissa Ginger (left, second row), Vice President Sarah Dilallo (fourth from left, second row), Secretary M. Fletcher (not pictured), Treasurer Ivonne Kessler (not pictured), and Reporter DeAuna Wolf (fourth from right, second row). So far this year our members have worked with several organizations around our community to gain experience in numerous wildlife areas.*





Students were able to take advantage of a free experience and skill workshop hosted by TWS. Nine UCM members were able to listen to various guest speakers, try their hand at new skills, and interact with other collegiate student chapters. Although conditions were on the colder side, members were able to learn about different aquatic and mammal traps as well as how and where to set each desired trap.



TWS members assisted the Missouri Department of Conservation (MDC) in collecting dove wings for research data collection on age at James A. Reed Memorial Wildlife Area.



Members assisted Knob Noster State Park with various activities such as pulling invasive plants, trail maintenance, and more.

### **University of Minnesota – Crookston** (Submitted by Tessa Coster, Student Chapter President)

The University of Minnesota Crookston (UMC) Student Chapter has twenty-seven members who are involved in a number of community service and fundraising activities. The semester kicked off with an annual welcome cookout for Natural Resources students at the Red River Valley History Area hosted by both TWS and the UMC Natural Resources Club. In September, we helped band several hundred waterfowl on the Agassiz National Wildlife Refuge. Our Student Chapter, with the UMC Natural Resources Club, also participated in National Public Lands day at Itasca State Park where we bud-capped nearly 60 acres of pine trees. TWS and the Natural Resources Club took a camping trip to South Dakota early in the semester as well. We camped in Custer State Park, visited Jewel Cave National Monument, hiked Black Elks Peak (the highest point in South Dakota), visited Badlands National Park, and more. We saw incredible wildlife and had great learning opportunities. The UMC Student Chapter also conducted a few



fundraisers. Right now, we are anticipating joining the UMC's Natural Resources Club to volunteer at both the local food bank and at the Rydell Wildlife Refuge for their annual Christmas tree cut. We are also looking forward to future joint cookouts and campouts.



UMC Student Chapter of The Wildlife Society and UMC Natural Resources club members watch a bud capping demonstration from Louis Peterson, Minnesota DNR.



Clockwise) Hannah Cordes, Shane Bohne, Morgan Trefz, Alysha Dykhoff, Chris Call, Abigail Ritman, Melissa Shilling and Tessa Coster stand in front of the Black Elk Wilderness sign before hiking up to Black Elk's Peak, the highest point in South Dakota.





Members of UMC's Student Chapter and Natural Resource Club by Sylvan Lake in Custer State Park, South Dakota. From left to right: Morgan Trefz, Shane Bohne, Chris Call, Hannah Cordes, Melissa Shilling, Alysha Dykhoff, Tessa Coster and Abigail Ritman.

### *University of Wisconsin – Stevens Point*

*(Submitted by McKenna Hammons, Student Chapter President)*

What a way to kick off this school year with the release of our new chapter logo! Throughout the course of a year, our Vice President, Benjamin Tjepkes, worked with a graphic designer to make an official logo for our chapter.

Three members attend the Wisconsin State Chapter of TWS fall technical training session; Alyssa Johnson, Nate Weisenbeck, and Cole Suckow. Along with many other Wisconsin TWS members, they were ecstatic to learn about the Wisconsin elk herd. Their favorite part was bugling for the elk and seeing them in person.







Wisconsin Department of Natural Resources has already contributed over 130 volunteer hours improving habitat on the Buena Vista Wildlife Area this semester!

Members have had many opportunities to learn about birds this semester. The wild bird project visited Hawk Ridge in Duluth, Minnesota in the middle of October to see raptors and attend an owl presentation and goshawk tour. We partnered with the Wisconsin Center for Wildlife to get members an exclusive tour of the the 'Birds in Art' exhibit at the Leigh Yawkey Woodson Art Museum. Finally, we are hosting Bird Camp for our members in early December. This 2-day event will teach members all about the different types of birds and even take them birding in the field!

We had 12 members attend the National Conference in Cleveland, Ohio this year. Our Ruffed Grouse Project, led by Benjamin Tjepkes, Brandon Rochefort, Joe Quehl, Rachel Martin, and Jeff Williams, presented a poster on the Spatial Position and Orientation of Drumming Logs. The Lagomorph Project, represented by Sabrina Clayes and Hannah Schley, presented a poster on Comparing Parasite Diversity and Abundance in Rural and Urban Eastern Cottontail Rabbits in Stevens Point, Wisconsin. Sean Mason and Leah Bell represented the Waterfowl Project with a poster on the Ecology of Box-Nesting Waterfowl in Central Wisconsin: Biological vs Societal Benefits. We had fun competing in the annual quiz bowl and networking!



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## STATE CHAPTER REPORTS

### *Ohio*

*(Submitted by Geoff Westerfield, Ohio Chapter President)*

The Ohio Chapter has been busier than ever lately. We hope that everyone that came to the Cleveland Conference had a great time. With the help of many of Ohio's professionals, students, and Ohio Chapter members we were able to put together a great conference with the National office and the national coordinators.

We engaged with our Student Chapters much more by holding a wildlife jobs workshop a few weeks before the national TWS Conference, and we initiated a new incentive program for students (throughout North America to volunteer at the conference. We hope to see that model grow in future years. Also, we visited Student Chapter meetings to encourage engagement and membership in TWS. In addition, we have been working to try and establish a new student chapter in Ohio, at Ohio University.

Now that the national conference is behind us we still have a lot coming up. Our state conference, the Ohio Wildlife Management Association Conference, is in January. The following week the Midwest Conference will also be held in Cleveland where the Ohio Chapter will be hosting the Wildlife Jobs Café. Quickly following the Midwest Conference is the Ohio Student Wildlife Research Symposium, where high school students present on wildlife and ecological research they are a part of throughout the state. Last year was our inaugural year partnering with that symposium. Next year (2019) will be the 3<sup>rd</sup> annual time for the symposium and we look to grow our involvement with these young professionals. We are also in the beginning stages of planning a workshop with Davey Resource Group to engage our membership with some of the great work they are doing throughout Ohio.

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## MEMBER CONTRIBUTIONS

### *Leading the Pack: An insider's Experience in The Wildlife Society's Leadership Institute*

*By: Jessica Tapp CWB®, Executive Board - Missouri Chapter*

The “why” is something I’ve struggled with for a few years. Why should I or anyone else be involved with The Wildlife Society (TWS)? In college, we were told by our advisors that you should be involved with any professional organization possible because we would get experiences that would help us get jobs. Now that I have a permanent position with a great natural resource agency, the desperation to pad the resume has subsided considerably. I initially joined the Missouri TWS Chapter because I felt I should give back, as TWS had given me many opportunities to grow as a student. I had no idea how to convince my peers that they should join and be active members because they had not had the same experiences as I had by being a part of a student chapter. How could I even be a leader if I couldn’t articulate the importance of joining a professional society? My hope was that going through TWS’s Leadership Institute (LI) program would help shed some light on what I was missing.

The LI program is designed to give wildlife professionals a platform to develop and strengthen their leadership skills. The first several months included phone calls, tons of readings, and assignments that beckoned our class to explore the habits, skills, and traits of ourselves and people we know. The real fun began at the annual TWS conference (all expenses paid by TWS!!!). At the conference, we discussed the results of these assignments which allowed us to see how different our

experiences and perceptions were regardless of our common interest in conservation. We also had the opportunity to attend TWS Council meetings and mingle with leaders in our organization. One of the greatest benefits of this process was learning that we all have different skills that enable us to lead in different ways and that I don’t necessarily have to be the person standing in front of the crowd. I also had several experiences through our assignments that gave insight to how those we distinguish as leaders actually became leaders. They all had a clear vision, did not hesitate to act, encouraged their peers, and kept trying in the face of failure.

After interacting with so many passionate individuals at the conference that have poured their lives into TWS, I knew that I had been lacking a fundamental concept regarding professional development. I have a theory that being aware of this concept is the key to having a long and fulfilling career as a wildlife professional. I’ve been in this field long enough to have met numerous people at a variety of stages of their careers. I observed that those who seem to be the most fulfilled by their careers are, without exceptions, motivated to be involved in something outside their immediate responsibilities. Many are active members of professional organizations such as TWS or are focused on mentoring our future generations like the Boy Scouts of America. What you get out of your career, preferred



organization, and life, is in exact proportion to what you put in. No more, and no less. By venturing out of your comfort zone (i.e. your friends, family, and coworkers) you might stumble upon invaluable knowledge and perspectives that you never anticipated.

My personal philosophy on leadership used to be that when an opportunity knocks, I had better open the door. I now know that to be a leader, it's not enough to just seize the opportunities that fall at your feet. Being a leader is much like being a wolf. You must go stalk down opportunities as a wolf stalks its prey. Like the wolf, you must realize you are not alone and can tackle much bigger prey with a pack. Like the wolf, you must find the courage to take risks because risks allow you to learn, thrive, and can have significant rewards. And finally, not all leaders have to stand in the spotlight because not all wolves are alphas; everyone in the pack has an important role to play.

"Believe in Yourself. Stay Humble. Stay Hungry. Be Unstoppable." Ed Thompson, TWS's Chief Executive Officer, left us with these final words just before our LI class received our certificates. We were at the end of the conference; exhausted in every way possible after 5 days of meetings, presentations, and social events. However, the simple and concise statement above managed to leave me energized and inspired. This statement is actually a very accurate summary of the lessons I gained from the LI experience. I had absolutely zero expectations when applying for this program except to figure out how to recruit for TWS. What I had gained was a whole new perspective of leadership roles, professional development, new professional contacts, and new friends. All of which are exactly the tools I need to not only sharpen my leadership skills, but also the skills of those around me.

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**Leadership Institute, Class of 2018.** Back Row, from left to right: Darren Miller (TWS President), Andrea Darracq, Charles Evans, Kyle Mclean, Daniel Greene, Colter Chitwood, Megan Linske, John McDonald (TWS Past President). Front Row: Jessica Tapp, Kristen Black, Emily Williams, Kristi Confortin.

## *A Successful Wildlife Career*

*By: Carrol Henderson, Minnesota Department of Natural Resources*

*(Note: Carrol wrote this letter to her colleagues at Minnesota Department of Natural Resources. Jodie Provost (North Central Section President) thought it contained some valuable advice)*

Hello, everyone! As of this month I have completed nearly 45 years of employment with the Minnesota Department of Natural Resources, 25 years with the Section of Wildlife and 20 years with the Division of Ecological and Water Resources—three years as assistant manager at the Lac qui Parle Wildlife Refuge and 42 years as supervisor of the DNR Nongame Wildlife Program. That time represents more than years of employment. It has been an opportunity to work with a great agency on behalf of our wildlife resources—and it certainly isn't over yet. I suspect that I won't have any problem finding some fulfilling conservation opportunities in the years ahead.

As I celebrate my upcoming retirement from the DNR on October 2, I realize that the high degree of job satisfaction and professional enrichment that I enjoyed have been fostered by working among many special people both in the DNR and among our conservation partners, and learning five "guiding principles" that I have honed over the years to help me in developing and managing the Nongame Wildlife Program for the past 41 years.

1. Look for the "mentors" in your midst. Among the people you work with in the DNR and among your conservation partners are special gifted people with the vision, experience, and "big picture" perspective of wildlife and natural resource conservation who can provide you with a lifetime of inspiration. Search out these people, get to know them, and learn why

they are so effective both in working successfully with people and in accomplishing good work for natural resource conservation. Listen to them; learn from them; take the time to get to know them; and carry on their legacy.

Over the years I had the benefit of working with people like Roger Holmes, Dave Vesall, and Joe Alexander in the DNR, Art Hawkins and Harvey Nelson from the USFWS, and Drs. Walter Breckenridge, Pat Redig, and Bud Tordoff from the Bell Museum of Natural History and The Raptor Center at the University of Minnesota. Roger inspired me with his passion for helping wildlife and preserving habitat with a long-term vision. He taught me to be a good listener, and we enjoyed many great hunts together from Lac qui Parle to Saskatchewan.

Dr. Breckenridge taught me that you can be a concerned and involved conservationist until you are at least a hundred years old. Art Hawkins shared his passion for waterfowl management and wood duck conservation with me. Art had the ultimate mentor—Aldo Leopold. Art was a graduate student of Aldo Leopold in the 1930's, and it was obvious that he shared and passed on Aldo's passion for wildlife conservation with family and friends throughout his life. Pat Redig and I worked on both restoration of the peregrine falcon and became strong advocates for eliminating use of lead ammo that continues to poison Minnesota's bald eagles and expose hunters and their

families and friends to toxic lead in their venison. Don't shy away from controversy. Roger Holmes had a favorite saying about controversial decisions: "It's the right thing to do." And Mark Twain was quoted saying: "Always do right. It will gratify some people and astonish the rest." If we make a habit of doing the right thing on behalf of our natural resources, may we leave many astonished people in our wake.

At Dr. Bud Tordoff's memorial service, a former graduate student said that one thing he remembered about Bud is that every morning he would gather up his graduate students and have a coffee break with them. That is where they really got to know each other, where they discussed their projects (as well as upcoming woodcock banding and hunting forays), and created a lifelong bond of friendship. Many employees in the DNR never get to know peers who work in next cubicle because they think they are "too busy" to take a coffee break.

Now many of the mentors that I mentioned are gone, but I would like to think that some of their passion and dedication has been passed on to me in the work that I do. Look for your own mentors. You need them; and after they are gone, they need you to carry on their conservation messages.

2. When you reach the point in your career of hiring employees, hire the very best people you can find. You will subsequently benefit from the great talent on your staff, and they will benefit from your leadership. Having great employees helps you look forward to every day as you work with them; and having such talented employees help in challenging times when you need their assistance in resolving

problems and taking advantage of opportunities.

3. You and your employees always need to have a "pet project". By that, I mean that you need to have a project-- within the scope of your position description of course—that is both professionally challenging and professionally rewarding. There needs to be a tangible product at the end of such a project that makes you feel good about what you do. These projects will provide sustained inspiration for you over the years, they are a great outlet for your creativity, they generate a positive image for the DNR, and they will help you avoid "burnout".

Having a pet project among your responsibilities will also help you through those long days when mundane job responsibilities overwhelm your time and energy. Whether it is writing a book, helping endangered species, initiating a new research or survey project, creating an educational Powerpoint or DVD, or facilitating the acquisition or donation of a wildlife area, look for the opportunity to initiate your own "pet projects". Be sure to encourage your employees to do the same. It will also help them avoid burnout and give them a great reason to work for you over the long term.

4. Keep a healthy balance between your personal and family life and your professional life. Sometimes we love our job so much that we throw too much effort into our professional life, and our home and family life suffers. Some employees start putting in 50 hours, then 60 hours a week, and even more; they come in on Friday nights and weekends to work; they feel that they cannot afford to let any aspect of their job go undone, and they are unwilling to



delegate authority for others to do that work. Don't fall into this trap. This is not sustainable.

Try car pooling. In 1977 when I came to work in St. Paul, I joined a car pool, and I quickly learned that every day I must push back from my desk and leave the office to join the car pool at 4:00 p.m. I estimate that I have saved over 150,000 miles of driving over the years (and many gallons of gasoline), but the car pool also helped in another regard. It helped get me home every day on a regular schedule so I could enjoy my home and family life instead of staying "just another hour or two" at work. It also forced me to organize my work to get everything done in an eight-hour day. If you don't have a car pool, stick with an eight-hour work day.

Whenever I hire someone, I tell them that their personal and family life is "Number 1" and that their job is "Number 2" in priority. I mention that within the scope of everyone's life, a day will come when there will be some major issue relating to health, an accident, or other problem affecting them, their spouse, their children, or their parents. They need to be able to drop everything to deal with that problem. I ask them to let me know what is happening and how we can help, and that we will cover things at work until their problem can be resolved. This gives people an incredible peace of mind so they can deal with their personal problems until they get their life back under control.

5. Consider the meaning of "SUCCESS."  
It is easy to get into the trap of believing that success has something to do with the size of your budget or the number of people you supervise.

I believe that success is determined by the success of the people who work for you. To the extent possible, give your employees a) the freedom to act, b) the necessary budget to do their job, c) the training they need for continuing professional stimulation and growth, and d) the encouragement they need to excel in their work. Help them create the vision you collectively need for success in protecting and managing our natural resources, and do not micro-manage their day-to-day activities. The successes that result create a good reflection on your supervisor, because you also make your supervisor look good. This also applies to your conservation partners and also to media personalities. Cooperate with them to make them successful. Give them credit and shared publicity for shared success. They will keep coming back saying "What else can we do in partnership with you."

If you do this, you will be surrounded and involved with successful initiatives and satisfied employees and conservation partners who relish their work and appreciate your faith in them. They won't burn out, and neither will you. After 45 years, I also realize that most really important natural resource challenges (like reintroducing trumpeter swans or changing the way that people manage their lakeshores) require decades, not years, of effort. Be patient, be determined, and don't let day-to-day minutia clog your workplace arteries along the way.

And remember that a smile and a cheerful attitude go a long way to creating a successful work environment for you and your staff. Throughout my career I have looked forward to every day as a new opportunity to work with my peers in the DNR, my conservation partners, and the

Nongame Wildlife Program staff who, after all these years, I regard more as family than as employees. Together, we can make those

long-term gains that will leave a lasting legacy for wildlife conservation in Minnesota.

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*Transforming Science Communication and Literacy*  
*A new report from Wiley sheds light on one of our profession's biggest challenges*

By: Cameron Kovach, *TWS General Manager*

We live in interesting times... I could stop there, link the report, and call it quits, but I'm not going to because I'm fascinated by the topic of science communication. In fact, nearly a decade ago I altered my career from studying wildlife to studying new frontiers in wildlife conservation. I say new frontiers because our profession is increasingly operating in uncharted territories. The world is changing, public attitudes are shifting, and skepticism towards science is increasing. Gone are the days when we could produce a standalone scientific report, retreat to the field, and expect society to exhibit a heightened level of deference towards our research. Some may point to partisan politics or blame millennials because that seems to be a thing, but perhaps, we as a profession have failed to keep pace with the changing times. Our science may reach other scientists but is seemingly lost in the glut of information available to policy-makers and the public.

So, what's the solution? Unfortunately, there's no simple answer to that question, but Wiley's report—[To Know the World: Transforming Science Literacy and Communications to Improve Research Impact](#)—touches on several timely and thought-provoking concepts including:

- Recognizing the need for “translated” scientific information;
- Fostering curiosity and improving scientific literacy by inspiring others to ask questions and seek science-based answers;
- Making science relatable and the profession welcoming to all through providing diverse portrayals of scientists and by highlighting the personal stories of scientists;
- Contextualizing science and the scientific process; and
- Developing innovative ways to expand the audience and understanding of research.

This is not about becoming activists or about attacking the messaging of others. It's about improving our own messaging, becoming better storytellers, and figuring out ways to enhance our communication while still preserving the depth and integrity of our work. How can we as individual wildlife professionals shape our own personal networks, touch the lives of those around us, and inspire the next generation? Not every aspect of Wiley's report is relevant to wildlife professionals, but I hope the report sparks dialogue within your Section, Chapter, or Working Group while demonstrating that, while these are interesting times, we face boundless opportunity to forage new paths through the unknown.

What do you think? Is the increased skepticism towards science a good thing? What role should wildlife professionals play in communicating science? How do you share your science? Share your thoughts with us on social media @wildlifesociety or #wildlifesociety. Wiley is the publisher of TWS' three premier wildlife journals—*The Journal of Wildlife Management*, *Wildlife Monographs* and the *Wildlife Society Bulletin*.

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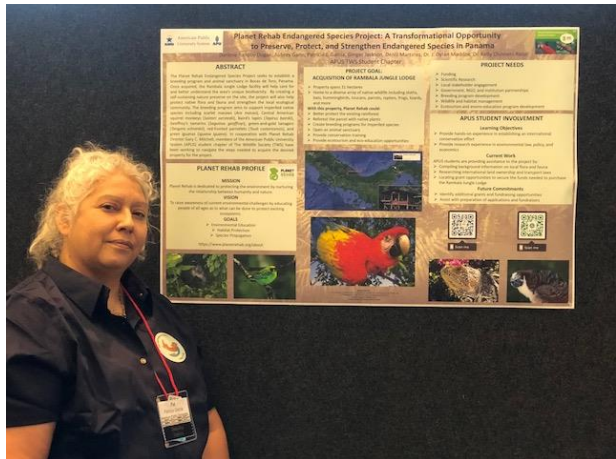
## Annual Conference Experience

By: Patricia Garcia, *Environmental and Occupational Safety Professional*

I attended the annual Wildlife Society Conference in Cleveland, Ohio, on October 08 through October 11, 2018. While there, I participated in the presentation of a poster for the Rambala Research Project. The Rambala Project hopes to restore flora and fauna native to Costa Rica.

I also had a chance to attend a workshop at Ralph Perkins II Wildlife Center and Woods Garden - home to a diverse array of species representing distinct Ohio ecosystems. Each animal that calls Perkins home has come to the center as part of a rescue and rehabilitation effort, and none can be released back in the wild successfully.

While attending the conference, I took a mile long wildlife hike from Tinkers Creek Scenic Overlook to Bridal Veil Falls. It was breathtaking. However, it was the drive along the Cuyahoga River Scranton Restoration site through the Cuyahoga Valley National Park that was most interesting to me. It was very interesting to observe how nature and industry (steel mills) co-exist.



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## **SECTION AWARDS**

### **Student Chapter of the Year Award**

**Deadline May 15 (2019)**

The North Central Section of The Wildlife Society is seeking nominations from Student Chapters for the annual Student Chapter of the Year Award. The goal of this award is to encourage and recognize exceptional achievements by Section Student Chapters, and recognizes a single Chapter each year for its exemplary contributions to the Society's mission and goals. Student Chapters are asked to report their annual activities on a [form](#) on our web site, which will also serve as the Chapter's nomination for the award. A grant of up to \$1,000 is awarded to the selected chapter for travel to the annual Midwest Fish and Wildlife Conference.



The form should be submitted by email to North Central Section President for 2019 Gary Roloff ([roloff@msu.edu](mailto:roloff@msu.edu)) and copied to North Central Section Awards Committee Chair Tyler Harms ([Tyler.Harms@dnr.iowa.gov](mailto:Tyler.Harms@dnr.iowa.gov)). The deadline for submitting this form is **15 May 2019**. Student Chapters - we want to recognize you for your outstanding achievements, so submit your nomination form today!

### **Outstanding Graduate Student Award**

**Deadline Nov 30 (2019)**

We are accepting applications for Outstanding Wildlife Graduate Student Award. The North Central Section (NCS) of The Wildlife Society has a long history of working on student activities and we have developed an award recognizing outstanding students and potential future wildlife professionals. Graduate students who are pursuing a degree in wildlife ecology, wildlife management, zoology or a closely related discipline who plan to attend the Midwest Conference are encouraged to apply. Student finalists will be selected based on academic ability, scholarly achievement, work experience, letters of reference and extra-curricular activities in The Wildlife Society. See our [web site](#) for more information.

### **Outstanding Undergraduate Student Award**

**Deadline Nov 30 (2019)**

We are accepting applications for the Outstanding Wildlife Undergraduate Student Award. The North Central Section (NCS) of The Wildlife Society has a long history of working on student activities and we offer an award recognizing outstanding students and potential future wildlife

professionals. Undergraduate students who are pursuing a degree in wildlife ecology, wildlife management, zoology or a closely related discipline who plan to attend the Midwest Conference are encouraged to apply. Student finalists will be selected based on academic ability, scholarly achievement, work experience, letters of reference and extra-curricular activities in The Wildlife Society. See our [web site](#) for more information.

### **Professional Award of Merit** **Continuous Nominations**

The Professional Award of Merit is bestowed by the North Central Section to Society members living in the North Central Section for outstanding professional accomplishments in wildlife conservation. The award is restricted to living conservationists who are or have recently been active within the geographic boundaries of the Section. The award is given only in those years in which a truly deserving candidate is available. No more than one such award is made annually.

Criteria for judging the professional accomplishments of nominees include:

- (1) contribution to knowledge
- (2) single outstanding acts, and/or
- (3) leadership over a period of several years in any area of wildlife work — for example, research, wildlife law enforcement, management, administration or education — as evidenced by publications, skillful development and/or application of effective management or educational programs or methods.

Nominations should be submitted by email to North Central Section Awards Committee Chair Tyler Harms ([Tyler.Harms@dnr.iowa.gov](mailto:Tyler.Harms@dnr.iowa.gov)).

### **NATIONAL AWARDS**

The Wildlife Society's Awards Program annually honors professional excellence, recognizes outstanding achievement and highlights contributions to wildlife science and management. The first TWS award (Honorary Membership) was bestowed on Jay N. "Ding" Darling in 1938, just one year after the founding of TWS.

Through the years many new awards have been established to recognize accomplishments in wildlife publications, management, science and professionalism. Special recognition by The Wildlife Society promotes the professional growth of our members, provides our membership with role models and strengthens the image of our membership in the eyes of their peers, employers, our leadership and society. We encourage members to recognize the contributions of their peers by participating in the nomination process. Detailed nomination instructions and criteria are published in December for the upcoming year. See our National [web site](#) for more information.

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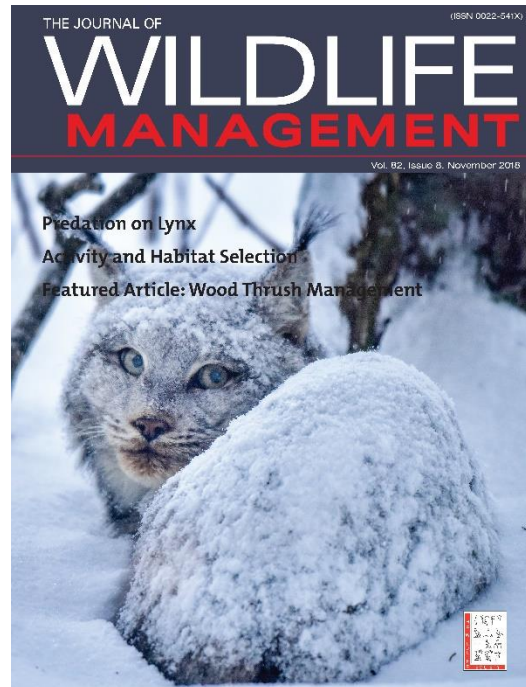
## TWS PUBLICATIONS

### **November Issue of The Journal of Wildlife Management now available online**

The next issue of The Journal of Wildlife Management is now available on early view through The Wildlife Society's new journal [hub](#).

With online access included as a membership benefit, TWS members are increasingly engaging with the latest research findings in wildlife science and management. Simply login to [Your Membership](#) directly through the hub to access the latest content or browse archive issues of *The Journal of Wildlife Management*, *Wildlife Monographs*, and the *Wildlife Society Bulletin*.

Not a member of TWS? You can still access abstracts and some full studies through the hub. In fact, during the month of November everyone can access—[Survival and cause-specific mortality of desert bighorn sheep lambs](#)—a study with important management implications and difficult data to obtain.



### ***The Wildlife Professional***

This award-winning publication of The Wildlife Society provides wildlife professionals with articles and links to news and analysis that help to inform us about advances in wildlife science, conservation, management, policy, and education. It features in-depth articles, summaries of relevant scientific papers, profiles of wildlife professionals, new field techniques, and much more. The North Central Section's representative on the Editorial Advisory Board for *The Wildlife Professional* (TWP) is Lowell Suring ([lowell@northern-ecologic.com](mailto:lowell@northern-ecologic.com)). He is your link to providing your thoughts and ideas about this publication to The Wildlife Society. As you read the publication, if you come across features or articles you particularly liked, disliked, or wanted to comment on, let Lowell know and he will take your thoughts to the Board and the Editor. Also, if you have ideas about subjects you would like to see covered in TWP, or would like to submit an article for publication, let Lowell know. This is your publication, help make it the best it can be.





### ***What Wildlifers are Reading in TWS Journals***

#### ***The top 20 most downloaded papers in 2017***

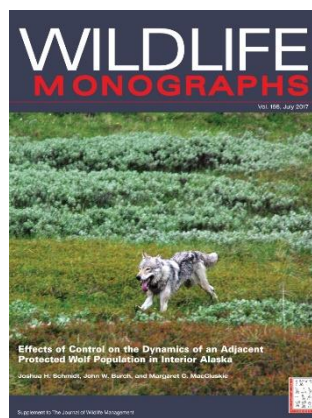
***By: Nancy Savage, TWS Director of Publications and Communications***

TWS' three premier wildlife journals — *The Journal of Wildlife Management*, *Wildlife Monographs* and the *Wildlife Society Bulletin* — support our mission to achieve a positive impact on the sustainability of wildlife populations through the dissemination of science-based wildlife conservation and management.

With online access now included as a membership benefit, TWS members are increasingly engaging with the latest research findings in wildlife science.

In case you missed any of these, here's a list of the most downloaded papers in 2017.

1. [Free-roaming cat interactions with wildlife admitted to a wildlife hospital](#)
2. [Polar bear attacks on humans: Implications of a changing climate](#)
3. [Determining kill rates of ungulate calves by brown bears using neck-mounted cameras](#)
4. [Effects of control on the dynamics of an adjacent protected wolf population in interior Alaska](#)
5. [Predicting eagle fatalities at wind facilities](#)
6. [How publishing in open access journals threatens science and what we can do about it](#)
7. [Clarifying historical range to aid recovery of the Mexican wolf](#)
8. [Bat mortality due to wind turbines in Canada](#)
9. [Online hunting forums identify achievement as prominent among multiple satisfactions](#)
10. [Inefficiency of evolutionarily relevant selection in ungulate trophy hunting](#)
11. [Investigating impacts of oil and gas development on greater sage-grouse](#)
12. [The role of domestic cats in the admission of injured wildlife at rehabilitation and rescue centers](#)
13. [Consumption of intentional food subsidies by a hunted carnivore](#)
14. [How open access is crucial to the future of science](#)
15. [Predators, predator removal, and sage-grouse: A review](#)



16. [Annual elk calf survival in a multiple carnivore system](#)
17. [Demography of an increasing caribou herd with restricted wolf control](#)
18. [Manipulations of black bear and coyote affect caribou calf survival](#)
19. [Winter diet and hunting success of Canada lynx in Colorado](#)
20. [Overpasses and underpasses: Effectiveness of crossing structures for migratory ungulates](#)

Log into [Your Membership](#) to read these papers by going to the “Publications” tab.

We want to thank these authors for choosing to publish with TWS.

Next time you are ready to submit a paper, we hope you will choose a TWS journal as your publication outlet! Why you should: 1) Universal author guidelines, 2) Rapid, rigorous peer review, 3) Discounted page charges for members, 4) Open access option available.

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## *UPCOMING MEETINGS AND EVENTS*

### *Midwest Fish and Wildlife Conference*

*Jan 26 – 30, 2019*

*Cleveland, OH*

[Details](#)



*Section Sponsored Workshops at the Midwest  
Section Members Eligible for a Discount!!*

[Climate Change Adaptation for Wildlife Managers: A Hands-on “Workbook”  
Process](#)

[The Wildlife Society’s Certification Program: Workshop and Application Clinic](#)



United States Department of Agriculture  
Northern Forests Climate Hub

**SAVE THE DATE**

## CLIMATE CHANGE ADAPTATION FOR WILDLIFE MANAGERS: A HANDS-ON WORKBOOK PROCESS



### PURPOSE:

Wildlife managers face the growing challenge of helping wildlife populations and ecosystems respond to climate change. This active, hands-on workshop will help participants consider climate change and develop custom-built adaptation actions into their own real-world projects. **This is a one-day, pre-conference workshop associated with the 2019 Midwest Fish & Wildlife Conference!**

### OUTCOMES:

Through this workshop, participants will be able to:

- **Describe regional and local effects** of climate change on wildlife in the Midwest.
- **Understand climate adaptation concepts** in the context of terrestrial wildlife management.
- **Develop custom-built actions** to enhance the ability of wildlife species to adapt to changing conditions.

### WHO SHOULD PARTICIPATE:

This workshop is for professional wildlife managers, including staff from consulting firms; conservation NGOs; and employees of federal, state, tribal, and county agencies.

We ask participants to bring their own real-world projects to this workshop. Example projects include:

- A habitat management plan for a state Wildlife Management Area
- A population plan for a sensitive or harvested species
- A landscape-scale wildlife management plan among several agencies

We encourage small teams of 2-5 people to work together, but individuals working on their own are also welcome.

### WHEN AND WHERE?

**Sunday, January 27, 2019**

Hilton Cleveland Downtown Hotel  
Cleveland, OH

### QUESTIONS?

Contact Stephen Handler  
([sdhandler@fs.fed.us](mailto:sdhandler@fs.fed.us)) and Olivia LeDee  
([oledee@usgs.gov](mailto:oledee@usgs.gov))

### REGISTRATION

**Workshop cost: \$60**

(includes coffee and refreshments, not lunch)

*Members of The Wildlife Society North-Central Section can use the registration code **TWS NCS**  
**Member Rate W2** for a \$50 discount!*

**Please register by January 17:**

[www.midwestfw.org/html/registration.shtml](http://www.midwestfw.org/html/registration.shtml)

*Registration will be capped at 30 participants.*



Organized by USGS Northeast Climate Adaptation Science Center, NIACS, Michigan Dept. of Natural Resources, University of Wisconsin-Madison, and the Wisconsin Initiative on Climate Change Impacts.  
Sponsored by The Wildlife Society North-Central Section.





United States Department of Agriculture  
Northern Forests Climate Hub

**SAVE THE DATE**

## CLIMATE CHANGE ADAPTATION FOR WILDLIFE MANAGERS: A HANDS-ON WORKBOOK PROCESS

### DRAFT AGENDA:

#### SUNDAY, JANUARY 27

- 9:00 *Welcome & Introduction to the Workbook*
- 9:30 *Workbook Step 1 – Introduce people and projects*
- 10:00 *Workbook Step 2 – Assess climate change impacts*
- 11:30 *Workbook Step 3 – Feasibility of mgmt. objectives*
- 12:00 *LUNCH*
- 12:45 *Workbook Step 3 – continued*
- 1:30 *Workbook Step 4 – Identify adaptation actions*
- 4:00 *Workbook Step 5 – Monitoring effectiveness*
- 4:45 *Next steps and wrap up*
- 5:00 *Adjourn and travel home!*

### BRING YOUR OWN PROJECT

Want get the most out of this workshop? We're looking for 8-12 participants to bring real-world projects of your very own to use as examples during this workshop. You'll lead a small group during the day, and when the dust settles you'll have a custom-built adaptation plan that's ready to implement! Contact Stephen Handler before you register for more information ([sdhandler@fs.fed.us](mailto:sdhandler@fs.fed.us)).

### BACKGROUND INFORMATION

The Northern Institute of Applied Climate Science (NIACS) is expanding on the published adaptation toolkit for forest managers - *Forest Adaptation Resources and the Adaptation Workbook*, to develop a new resource focused on terrestrial wildlife management.

This new effort will produce a "menu" of climate adaptation strategies and approaches for use in a structured decision-making framework.

Managers will be able to use the new wildlife adaptation menu to develop customized actions for implementation, to communicate the rationale for their actions, and to define their view of success in the context of climate change adaptation.

Throughout this workshop, participants will actively use the new menu of strategies and approaches. Your feedback will shape the continued development and improvement of the tool. We need your help!

### MORE INFORMATION

Find more information on the structured decision-making process - the Forest Adaptation resources and Adaptation Workbook at: [forestadaptation.org/far](http://forestadaptation.org/far).

Find the original forest management adaptation menu at: [www.adaptationworkbook.org/niacs-strategies](http://www.adaptationworkbook.org/niacs-strategies)

### REAL-WORLD EXAMPLES

Find over 250 real-world projects that have used the Adaptation Workbook in climate-informed project planning and implementation, featured at [forestadaptation.org/demos](http://forestadaptation.org/demos).

## *Wisconsin Chapter – Winter Meeting*

*Feb 12 – 14, 2019*

*Rothschild, WI*

### [Details](#)



### WISCONSIN CHAPTER OF THE WILDLIFE SOCIETY – WINTER MEETING

February 12<sup>th</sup>- 14<sup>th</sup>, 2019

*“Building Strength From Within”*

The Wisconsin Chapter of The Wildlife Society will hold their winter meeting at the Stoney Creek Inn, Rothschild, February 12-14, 2019, with a welcome reception the evening of February 12<sup>th</sup>

## *Michigan Chapter – Annual Meeting (Joint with American Fisheries Society)*

*Mar 13 - 15, 2019*

*Gaylord, MI*

### [Details](#)



## SECTION POSTER

# The Wildlife Society NORTH CENTRAL SECTION



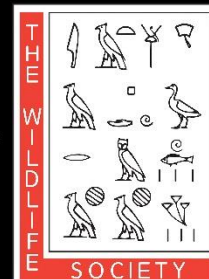
## What can an NCS membership do for you?

- Discounts on Leadership Training Series and workshops at the Midwest Fish and Wildlife Conference
- Opportunities to collaborate, network, and serve with local professionals
- Influence key regional wildlife issues and policies
- Regular messages, newsletters, and job postings via our Listserv
- Active student and professional awards and recognition program
- Sponsorship of symposia and training workshops
- Voting privileges

**And much more!**

**Invest in yourself, your wildlife  
community, and the future of conservation.**

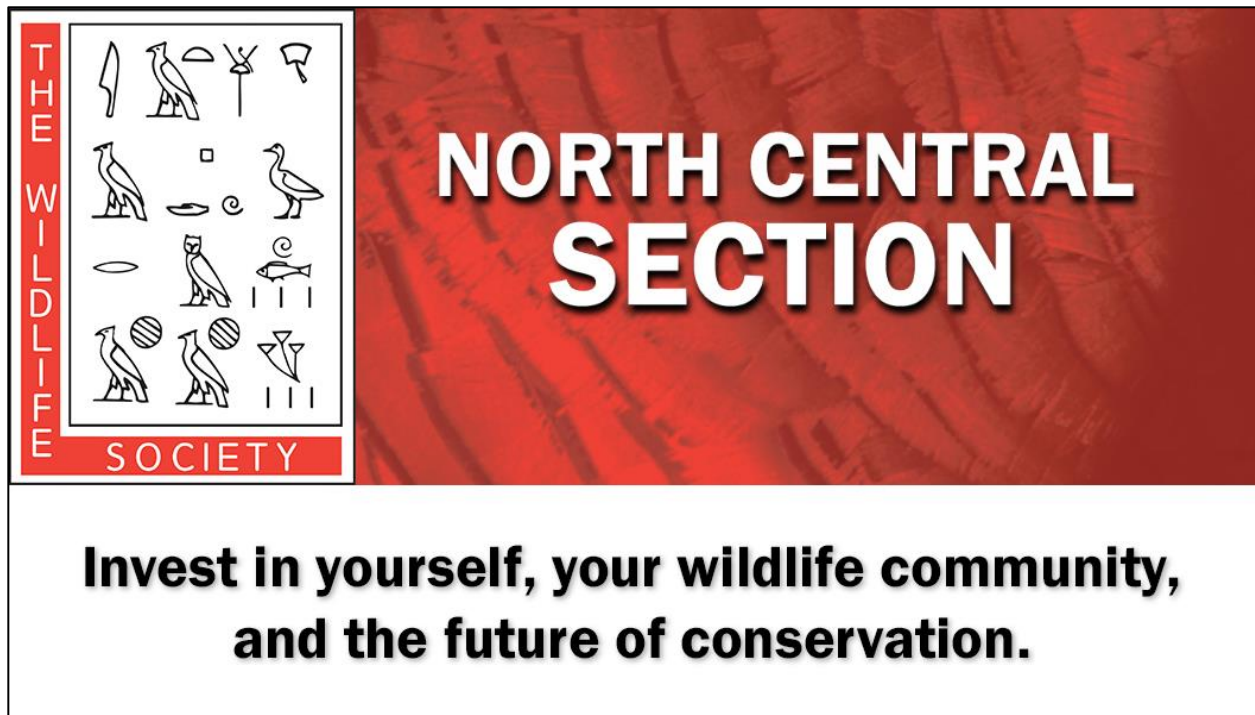
**Join today at: [wildlife.org/ncs](http://wildlife.org/ncs)**





## SECTION BUSINESS CARD

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*Back*






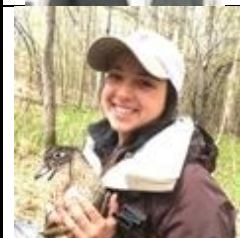


## **North Central Section Benefits**

- Discounts on Leadership Training Series and workshops at the Midwest Fish and Wildlife Conference
- Opportunities to collaborate, network, and serve with local professionals
- Influence key regional wildlife issues and policies
- Regular messages, newsletters, and job postings via our Listserv
- Active student and professional awards and recognition program
- Sponsorship of symposia and training workshops

**Join today at: [wildlife.org/ncs](http://wildlife.org/ncs)**

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## *North Central Section Officers*

	<b>Jodie Provost</b> President Minnesota DNR 1200 Minnesota Ave. S. Aitkin, MN 56431 <a href="mailto:tws.ncs@gmail.com">tws.ncs@gmail.com</a>		<b>Jim Schneider</b> Treasurer Michigan State University East Lansing, Michigan 48824
	<b>Gary Roloff</b> President-elect Michigan State University 480 Wilson Road, Room 13 East Lansing, MI 48824		<b>John Moriarty</b> Section Representative Three Rivers Park District 12615 Rockford Rd. Plymouth, MN 55441-1248
	<b>Katy Reeder</b> Past President Iowa DNR Wildlife Bureau 502 East 9th Street Des Moines, IA 50319		<b>Kali Rush</b> Graduate Student Rep University of Wisconsin – Stevens Point Stevens Point, WI
	<b>Jon Cepek</b> Secretary Cleveland Metro Parks 4101 Fulton Parkway Cleveland, OH 44144		<b>Collin Stratton</b> Undergraduate Student Rep Iowa State University

## State Chapter Presidents (Also Members of Executive Board)

Illinois	<a href="#">Scott Beckerman</a>	Minnesota	<a href="#">Kyle Arola</a>
Indiana	<a href="#">Anthony Sipes</a>	Missouri	<a href="#">Charles Anderson</a>
Iowa	<a href="#">Pete Hildreth</a>	Ohio	<a href="#">Geoff Westerfield</a>
Michigan	<a href="#">Matt Ihnken</a>	Wisconsin	<a href="#">Jeremy Holtz</a>

Please send corrections to Gary Roloff ([roloff@msu.edu](mailto:roloff@msu.edu)) and Mariah Simmons ([MSimmons@wildlife.org](mailto:MSimmons@wildlife.org)). If you know of NCS members that have trouble accessing the electronic newsletter, please contact Gary Roloff so they can be mailed a hard copy.

Visit us online at [www.wildlife.org/NCS/](http://www.wildlife.org/NCS/)

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