



INTELLIGENT TINKERING

Wisconsin Chapter of The Wildlife Society Newsletter

To keep every cog and wheel is the first precaution of Intelligent Tinkering. – Aldo Leopold

Inside This Issue

| | |
|---|----|
| Student-Professional Workshop..... | 1 |
| WCTWS is Going Digital!..... | 1 |
| President's Soapbox..... | 2 |
| Support for Virtual Meeting..... | 3 |
| Student-Professional Workshops Update..... | 4 |
| Treasurer's Report..... | 5 |
| Funding & Investments Committee Update... | 5 |
| Chapter to offer Two Student Scholarships | 6 |
| Bylaws Change Vote Result..... | 7 |
| Conservation Affairs Committee Updates..... | 7 |
| Student Chapter Corner..... | 9 |
| Member Profiles..... | 11 |
| Our Wildlife Family | 13 |
| 2020 Executive Board Meeting Minutes..... | 14 |
| - May 20, June 3, June 17, July 1, July 15 | |
| Truisms..... | 23 |
| IT Deadlines..... | 23 |
| Officers/Issue Committee Contacts | 24 |

WCTWS Student-Professional Workshop – Chemical Immobilization, October 17-18, 2020

The WCTWS will be sponsoring a Workshop on chemical immobilization of wildlife for WCTWS and Student Chapter members on October 17-18, 2020. The workshop will be entirely online and modeled after the very popular Safe-Capture workshops. It will be taught by long-time instructor Dr. Mark Drew, UWSP alum and Wildlife Veterinarian of the Idaho Game and Fish through the San Diego Zoo Global Academy <https://sdzglobalacademy.org/safecapture/index.php>.

The workshop will consist of online resource materials, two 6-hour online interactive Zoom sessions, and a 4-hour asynchronous wrap up. The content is challenging, highly technical, and will focus on Wisconsin free-ranging wildlife and conditions. The discounted rate for Student Chapter and Wisconsin Chapter members is \$295 and \$575, respectively.

Contact Scott Hygnstrom for details, registration, and additional information (shygnstr@uwsp.edu).

The Wisconsin Chapter of The Wildlife Society is Going Digital!

To better serve our members we adopted a membership management service. This service will provide:

- Efficient communication to keep members informed and engaged
- Polling tools to help take the "pulse of the chapter"
- Calendar and email reminders about training, meetings and other events
- Organized committee and working group membership
- Electronic payments for dues, meeting registration, fundraisers, etc.

More to come soon. - Brad Strobel, Secretary

*A thing is right when it tends to preserve the integrity, stability and beauty of the biotic community.
It is wrong when it tends to do otherwise. – Aldo Leopold*

President's Soapbox



By Robert Holsman

During the last issue of the IT, I focused on the COVID-19 crisis and some of its impacts to the work our members perform. In recent weeks, cases continue to spike and it appears as though that this health emergency will continue to shape our lives, personally and professionally, for the foreseeable future. As many of you are aware, our parent organization has decided to move its annual fall conference to a virtual format. That sound decision is in sync with many other professional associations that are doing the same thing. I am excited to announce that as a state chapter, we will be offering some financial support to our members to participate in the National meeting (see side bar story for details).

I am very curious to see how conference organizers can orchestrate formal and informal interactions among those who sign up. As former chapter President and Wisconsin Award winner Tim Van Deelen recently commented to me, much of the value of being a member in TWS comes from a sense of shared identity and community one gets from connecting with each other. I know there is no substitute for face to face interactions with colleagues, but I am hopeful that the virtual format will allow greater numbers of people to participate, especially those that typically have difficulty getting out of state travel approval.

Speaking of COVID and meetings, we are in the initial stages of planning next winter's annual chapter meeting, and it's a biggie-- our 50th anniversary. Based on the last conference evaluation survey, La Crosse has emerged as a likely location, if there is a location. It is hard to forecast what this health crisis will look like by next February. We are going to proceed with planning for now with tempered optimism but hedge our bets with contingencies for alternative formats as well. In the next issue of the IT, we will undoubtedly have much more to share on the annual meeting.

I may very well regret this transition, but what does the COVID pandemic and Wisconsin's antlerless deer harvest quota have in common? While you ponder that question, I will tell how they are different. Obviously, the policies and management of COVID have far reaching and life and death consequences, whereas by comparison, deer quotas are not very important in the grand scheme of things. Still, wildlife management and policies are important because wildlife are public trust resources. As professionals we have dedicated ourselves to developing skills and expertise to inform answers to questions like "what is an appropriate harvest quota for species like deer?" Of course, the answer to a question as simple as that is never simple, and especially with deer when there are multiple factors to consider that vary by geography like habitat quantity and quality, prevalence of CWD, deer browse, land access, and of course hunter preferences. So what we share with health experts working to navigate through a health crisis is that we seem to be living in a time where professional experts--and the data we wield--, are often ignored, marginalized, and undermined for sometimes personal agendas.

The Natural Resources Board-- made up of seven citizen members who are political appointees-- recently voted to amend a series of antlerless tag allocations and season structure elements in a dozen counties. The changes affected mostly northern counties and reduced antlerless tag availability, especially on public lands. The changes overruled the recommendations that were developed by citizen deer advisory councils (CDACs) and advanced by the DNR. CDACs meet regularly, review deer data, and take public input before choosing a season framework

and tag structure that will help them work toward a county level deer population goal that they also decide. The DNR created CDACS in the wake of the Deer Trustee Report in the spirit of developing a more participatory and democratic framework between deer experts and deer stakeholders. While one can argue that the CDAC process itself blunted the impact of wildlife expertise in deer policy decisions, there is also a robust literature that supports participatory decision making models as a way to enhance trust and credibility in scientific data and the experts who generate it.

It is the NR Board's prerogative to make changes to policy proposals that come before them, but the circumstances in which these changes were adopted have come under criticism from former board members, the outdoor media, Green Fire, and others. The Board's deer season amendments were developed less than 24 hours before their vote on the package that took months to develop following collaboration of agency biologists and stakeholders at the local level. While the CDAC recommendations go through extensive public vetting, the Board's alterations did not. Some have even suggested that the development of the amendment violated the state's open meetings law. Whether a violation of law did or did not occur, the action did run counter to some of the research-supported best practices in public involvement, including transparency and commitment to the deliberation process.

The issue certainly raises implications for garnering citizen volunteers to serve on CDACs in the future. It also renews a long standing conversation within our chapter on what is the most appropriate way for us to engage in the policy process to ensure that our scientific expertise and professional judgement can have influence on important decisions. I need to make clear that I wrote this column on my own time, using my personal computer. Many smart people advised me against doing anything that looks like advocacy or taking a position on this whole deer topic. Yet I am aware that many professional wildlifers feel disheartened when it seems as though the policy process leaves them shut out of the discussion.

How active should the Chapter be in commenting on policy decisions? Is it advocacy to raise honest questions? Is it advocacy to defend a process (not necessarily the outcomes)? Is it advocacy to point out where data is being misapplied or flat out distorted? I would be curious to hear what our members think about these questions, and how you like your state chapter to approach similar ones in the future.

Be Well-

Support for Virtual National TWS Meeting

By Robert Holsman, President

The 27th annual national TWS Conference will take place entirely online and our state chapter is providing support for 15 of our members to participate. The virtual meeting runs from September 28th to October 2nd. "While we may not be seeing you in Louisville, we are committed to creating a valuable and engaging educational and networking experience that mirrors our in-person event. In fact, we're quite excited about all of the new possibilities that a virtual conference opens up for you!" wrote TWS CEO Ed Thompson in a letter to members.

In most years, the state chapter makes travel grants available to attend the national conference. This year we have decided to support registration fees of up to \$100 for up to 15 people. The \$100 amount reflects the cost of the early bird registration fee for national members, which has a deadline of August 15th.

The state chapter is offering to pay that fee for the first 15 people that sign up by going to <https://wisconsinchapterofthewildlifesociety.wildapricot.org/>. If you are in position to have your registration covered or can afford it, we ask that you allow others to take advantage of this opportunity. In addition, there are two eligibility criteria to receive support. 1) You have to be a current national member and state chapter member; and 2) you have to agree to participate in Zoom meeting following TWS national to debrief on your experience with virtual attendance. We anticipate learning a lot about how online conferences can work in case our chapter needs to pursue that option next winter.

The conference plenary speakers include: John Bohannon (*Biologist, Science Journalist and Director of Science at Primer*), Gabriela Chavarria (*Chief Curator and Vice President of the Science Division, Denver Museum of Nature & Science*) and Alan Wentz (*2019 Aldo Leopold Memorial Award Recipient*). For more details on the conference, check out the conference website at <https://twconference.org/>

Student-Professional Workshops Update

By Scott Hygnstrom, Past President

Our last Student-Professional Workshop at Necedah NWR in October 2019 focused on wetland restoration, surveying, distance sampling, and Program R. Thanks to Brad Strobel and Mark Pfost, USFWS for hosting and leading a great learning experience at Necedah. Student leaders and Board members met during the WCTWS Annual Meeting in February, prior to the shutdown and kicked around several ideas, such as place-based workshops at locations such as Sandhill, Kemp, Treehaven, Crex Meadows, Horicon, and the Apostle Islands. In addition, Board members have discussed topics such as the use of drones for wildlife management and research, GPS and GIS for fieldwork, genetics in research and forensics, grant writing, budget management, and communication. Unfortunately, with COVID-19, place-based and other face-to-face workshops probably shouldn't be conducted any time in the near future. We can, however, do some pretty incredible things online. Our WCTWS Student Representative, Ethan Plumier and Scott Hygnstrom met recently to discuss ideas for upcoming online webinars and workshops. Current thoughts are on chemical immobilization (see announcement) and youth-oriented environmental education. If you have any ideas for upcoming webinars or workshops or would like to help with them, please let us know (plumier@wisc.edu, shygnstr@uwsp.edu).

In addition, on Friday, October 2, 2020, The Wildlife Society will be hosting several online workshops as a part of the virtual Annual Conference. Topics include: Fundamentals of Structured Decision Making, Geospatial Analysis in R, Multi-Species Occupancy Modeling, Google Earth for Wildlife Biologists, Ebird Status and Trends, Interpreting Bat Acoustic Data, and Forestry for Wildlife Biologists. Registration and a modest fee are required. Check them all out at <https://twconference.org/workshops/>

Treasurer Report

Submitted by Jennifer Summers, Treasurer

Correction: The Treasurer Report in the Spring Issue of Intelligent Tinkering included an error. The projected revenue column indicated \$74,233.69 in the savings account. The correct amount should have been \$68,131.83. Projected total assets should have been reported as \$149,355.54.

| Account | 1-1-2020 | 7-15-2020 |
|--------------|------------|-----------|
| Checking | 8023.40 | 1716.55 |
| Savings | 56352.14 | 67638.74 |
| Bjerke | 73624.42 | 72307.70 |
| Principal: | 65,024.28 | 62906.28 |
| Available: | 8599.77 | 9401.42 |
| Leopold fund | 16448.11 | 14452.64 |
| PayPal | 40.22 | 207.62 |
| Total Assets | 154,488.29 | 156323.25 |

| | | |
|--------------------------------------|-----------|-----------|
| | 1-1-2020 | 7-15-2020 |
| Available Funds (non Bjerke/Leopold) | 64,415.76 | 69,562.91 |

Fundraising and Investments Committee Update

Submitted by Scott Hynegstrom, Past President

With the Bjerke Fund, Scholarship Fund, and other accounts, the WCTWS currently is quite solvent. Unfortunately, a change in the stock market could chisel away at the Bjerke corpus and leave us without the interest payments that help us engage in conservation activities. In addition, we could someday find ourselves in hot water, with the continued drain on WCTWS accounts due to scholarship payouts and other expenses. Thus the need for financial planning and investments for the future. According to the WCTWS bylaws, the FRI Committee should consist of the current President (Bob), Treasurer (Jennifer), and at least one other member in good standing.

If you have an interest in investments and the future of the WCTWS, please consider serving on the FRI Committee. We currently are considering ways to increase our Scholarship Fund. Please contact Chairman Bob (Robert.Holsman@Wisconsin.gov) if you have any bright ideas or are interested in serving.

Chapter to Offer Two Student Scholarships

Submitted by Robert Holsman, President

Starting in the fall of 2020, the Wisconsin Chapter will be expanding its support for undergraduates studying wildlife. In a recent meeting, the Executive Board voted to approve the creation of scholarships honoring James Hardin and Fran Hamerstrom. Both awards will recognize up and coming wildlife students and provide \$750 to the winners. The new awards were couple of years in the making and fulfill a commitment made to membership during the 2018 business meeting to increase student support.

The Hardin and Hamerstrom award applications will seek underclassman who are still in the earlier stages of their degree program. This will provide a nice compliment to existing Leopold award program that honors a single outstanding undergraduate and graduate student annually. Many times outstanding students are not recognized or given assistance until they are at the end of their degrees. These new awards were developed to fill that niche by providing some support to students who show promise earlier in their academic endeavors. The namesakes of the scholarship pay homage to a pair of Wisconsin wildlife professionals who left a lasting legacy through their work.

Frances ‘Fran’ Hamerstrom was an innovator, a free spirit, iconoclast, and an outstanding wildlife biologist – who inspired many generations of future naturalists. Fran published over a hundred technical papers, 12 different texts, multiple children’s books, and a wildfoods cookbook. Fran learned by doing; with creative trouble shooting, and always with a hint of nontraditional flair. She and her husband encouraged and trained many young naturalists and ornithologists. The purpose of the WCTWS Frances ‘Fran’ Hamerstrom Memorial Scholarship is to stoke the fires of inspiration for students that are in the early stages of their undergraduate education; to support innovators; to embolden those that share Fran’s free spirit to advance our field forward, and in so doing, honor her.

Dr. James W. Hardin was a beloved member of the Wildlife faculty at UW-Stevens Point, where he served from 1978 to 2014. “Gentleman Jim” always put students first and was highly regarded by all students, advisees, staff, faculty, and administrators who knew him. He literally taught tens of thousands of wildlife students in classrooms and field courses. He started the Captive Wildlife Minor at UWSP and initiated development of the Wisconsin Center for Wildlife. In recognition of his remarkable teaching, he received the UWSP Excellence in Teaching Award twice and the College of Natural Resources Outstanding Teacher Award an unprecedented four times. He advised the UWSP Student Chapter of The Wildlife Society (TWS) for 10 years. He was a TWS Fellow and recipient of the Wisconsin Award from the Wisconsin Chapter of TWS. The purpose of the WCTWS James W. Hardin Memorial Scholarship is to recognize early-stage undergraduate wildlife students who show great commitment to the field of wildlife and great promise academically, and in so doing, honor the memory of “Gentleman Jim” Hardin.

Special thanks to chapter members Lesa Kardash, Patrick Kaiser, Gary Zimmer, Julie Van Stappen, Randy Jurewicz, Eric Olson, Eric Anderson, Shelli Dubay, and Scott Hygnstrom for working hard to develop these awards.

Bylaws Change Vote Result

Submitted by Christine Anhalt-Depies

The Executive Board approved a motion (8-0) on June 3rd, 2020 to send a bylaws change to the membership for a vote as required. The motion calls for the creation of a standing committee called “Diversity in the Wildlife Profession.” This idea was originally presented as a “Women of Wildlife” committee by former WCTWS President Tami Ryan at the annual chapter business meeting on February 26th, 2020 in Wisconsin Rapids. The purpose of creating a committee stems from the need to provide a forum to promote and support women—students and professionals—given their disproportionately low representation in leadership roles within natural resource agencies and organizations and given experience as subjects of inappropriate sexual comments and/or discriminatory behavior in the profession.

Subsequent follow-up discussion within the Executive Board and some feedback from members suggested an interest in expanding the original proposal to create a committee focused on a broad spectrum of diversity, equity, and inclusion issues inherent within the profession that could encompass, but are not limited to: gender, age, race, ethnicity, religion, disability, sexual orientation, education, and national origin.

In total 81 of our current 170 members responded to electronic vote with 72 (89%) responding in support of the adding Clause L (below) to Section 2 of the current bylaws. The change has been submitted to TWS for final approval. We thank all members that took the time to vote and look forward to this committee playing an active role within our Chapter. For members interested in participating in this committee and subcommittees, please watch your email for more details.

CLAUSE L— DIVERSITY IN THE WILDLIFE PROFESSION—*This committee will be focused on a broad spectrum of diversity, equity, and inclusion issues inherent within the profession that could encompass but are not limited to: gender, age, race, ethnicity, religion, disability, sexual orientation, education, and national origin. It shall undertake activities that include advising the chapter on ways to recognize, support, and promote a diverse and inclusive environment associated with chapter meetings, events, training, mentoring, outreach, and other business. The committee shall include a minimum of three members in good standing, including a representative from each subcommittee. Diversity in the Wildlife Profession subcommittees include Women of Wildlife and others formed through a majority vote of membership.*

Conservation Affairs Committee Updates

Wildlife and Forests Conservation Affairs Sub-Committee: Ron Eckstein, Chair

April 01, 2020 through June 31, 2020

WCTWS Membership on Forestry Teams

- Seat on DNR Silviculture Guidance Team
- Member Governor’s Council on Forestry ad hoc Sound Forestry Team
- Member Wisconsin Initiative on Climate Change Impacts (WICCI) Forestry Team
- Member DNR Forestry’s Operational Partner Group

Virtual Meetings Attended

- April 17 and May 05: WICCI on Climate and Forests
- May 26: Governor's Council on Forestry
- June 17: WCTWS Board of Directors on Conservation Affairs Committees
- June 24: Governor's Council on Forestry, Sound Forestry ad hoc team

Comments

- Final draft of DNR Forestry's 10-year Forest Action Plan
- Iron County Forest's 15-year County Forest Plan
- DNR's Central Sand Hills Regional Master Plan scoping request
- USFWS's draft Bat Habitat Conservation Plan, Chapters 4 and 5

Requests for Action

- Wisconsin Environment Research & Policy Center: request to join in an objection to a USFS vegetation management project on the Nicolet National Forest. After review of the project, decided not to join in the objection.
- Ruffed Grouse Society: discussion on ATV/UTV use on county forests and conflicts with ruffed grouse hunters. Referred to WI Green Fire's Wildlife Working Group.

Wildlife & Forests Conservation Affairs deals primarily with forest habitat and forest biodiversity. If you wish to serve or discuss these issues, contact roneckstein@charter.net.

Deer Issues Sub-Committee: Sam Jonas and Keith McCaffery, Interim placeholders

Deer management issues continue to mount without formal responses. Committee needs a Chair, approved protocol and assigned members.

Government Affairs Issues Sub-Committee: Chuck Pils

Recovering America's Wildlife Act has been approved by The House of Representatives:

Recovering America's Wildlife Act passes House of Representatives – For the first time in the legislation's history, authorizing language for the Recovering America's Wildlife Act has passed the U.S. House of Representatives. The language was included as part of a package of amendments to the Moving Forward Act (H.R. 2), the House's transportation and infrastructure package. Due to the infrastructure package only including authorizing language, dedicated funding was not included in the amendment in order for it to be considered on the floor. Other changes to the legislation brought into the final legislative package include:

- Removal of all match requirements through FY 2025
- A small, voluntary incentive for states to incorporate plant conservation in their State Wildlife Action Plans
- Reporting requirements on tribal grants
- A specific reference to spending education and recreation funds in historically underserved communities

This groundbreaking step moves the legislation onto the Senate. Coordinating discussions on an infrastructure package and future COVID-19 stimulus legislation provide potential next steps for the Recovering America's Wildlife Act, with the continued goal of dedicated funding. Last month, TWS joined several other TWS organization units and NGOs in a letter to Congress highlighting the economic benefits of Recovering America's Wildlife Act in a future stimulus package. This follows a set of recommendations TWS provided to Congress in May on the importance of adequately funding wildlife conservation programming in response to the pandemic, particularly through enactment of the Recovering America's Wildlife Act.

Staff Contact: Caroline Murphy

Student Chapter Corner



University of Wisconsin-Madison

By Shelby Weidenkopf, President

Despite the uncertainty amid the public health situation, the UW Madison chapter of TWS hosted officer elections shortly before finals week. While we had 4 out of the previous 5 officers stay on board, we are thrilled to welcome two new officers to our team! Unfortunately, we haven't planned any summer events thus far, though we are expecting to begin hosting zoom meetings this August. Currently, we are expanding upon ideas to create a most inclusive chapter on campus, including expanding outreach and education regarding race and gender on campus. We are looking forward to hosting meetings with different guest speakers, university staff, and other wildlife professionals. As for this fall, we are hoping to see club members, though we will take appropriate steps and action to ensure the safety of all students.

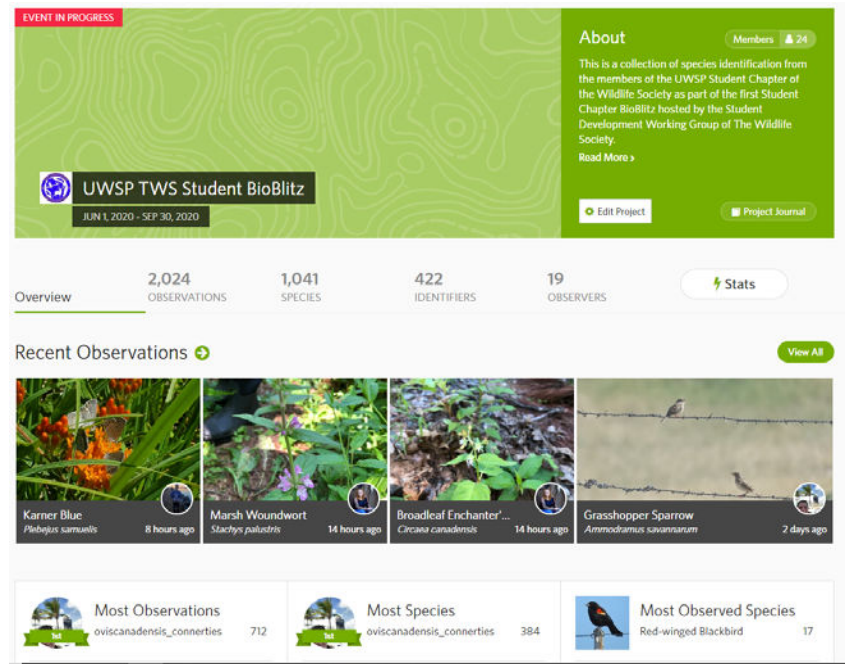
University of Wisconsin-Stevens Point

By Joe Quehl, President



After a major curveball was thrown at us halfway through the spring semester, our chapter looked to make sure that our members were getting the most they could out of TWS in a time of great uncertainty. The officer board decided to continue with meetings in an online format using ZOOM. These meetings turned out great, and we were still able to update our members on opportunities to get involved. Our guest speakers were gracious enough to still participate in our ZOOM meetings and share their stories and experiences with all of us. With our meetings pulling in 40-100 members every week we decided it would be right to still hold officer elections in a new online format using the poll feature on ZOOM. This worked out great and we were proud to welcome in the new officer team consisting of: President - Nate Weisenbeck, Vice President - Lizzie Melk, Treasurer - Brilyn Brecka, Secretary - Danni Brosend, Liaison - Tommy Young, Conference Coordinator - Mackenzie Whitney, Social Coordinator - Nathan Bartels, Education Coordinator - Amanda Leeman, Membership Coordinator - Melinda Houtman, and Web Designer - Shelby Truckenbrod! After elections, we closed off the year with a senior sendoff thanking the graduating seniors for all they had done for the chapter.

The Covid summer is in full swing and our members are still finding ways to stay involved whether it be summer jobs, internships, or completing some online summer courses. As a chapter we entered ourselves into the TWS iNaturalist Bioblitz put on by the Student Development Working Group of TWS. Using the iNaturalist platform current members and alumni are able to observe wildlife in the field and upload their observations with a photo to the app. That observation is added to a growing species list! The UWSP chapter has already observed over 1000 species and was sitting at #6 among all student chapters across the nation.



With still so many uncertainties regarding the fall semester, there is one thing that is known. As a chapter, we will provide our members with valuable experiences in wildlife ecology and conservation that will help them in their lives and careers, whether it's our regularly scheduled Tuesday meetings in room 170 or in an online format.

Stay safe and stay healthy!

Northland College

By Ella Shively, President

The Northland College chapter has enjoyed a productive summer in spite of the unique obstacles presented by the COVID-19 pandemic. In April, we elected our officers for the 2020-2021 academic year: Ella Shively (President), Tori Chevalier and Emma Hakanson (Vice Presidents), Natalie Erler (Secretary), and Destiney Elder-Hall (Treasurer). The new officers have been working hard to provide opportunities for student learning.

Our activities this summer have mainly revolved around the TWS Student Chapter BioBlitz. Students have been taking advantage of the virtual event to get outside and learn new species, identifying 800 species and taking eighth place overall in the June competition. Many students shared stories of unusual and exciting observations, ranging from badger kits to walleye to bighorn sheep.

“There were so many new plant species I learned to ID and now I see them everywhere...Also, I saw piping plovers on Michigan Island. I didn't realize until later how rare they are up here, and our chances of finding them were super low,” said Vice President Tori Chevalier.

“The BioBlitz has created a sense of friendly competition and camaraderie during this unique time—even within our chapter as we compete to see who can find the most species this summer. I, personally, have enjoyed learning about the diversity of moths in our area,” said chapter advisor Erik Olson.

Officers are working to allocate prizes for students who participate in the BioBlitz. Former president and recent graduate Taylor Pichler won our June challenge with 313 observations and 217 species.

“The BioBlitz made me realize how easy it can be to find interesting and unique species. Simple walks around Northland College really opened my eyes to the incredible diversity of arthropods hiding in plain sight,” Taylor said.

Our chapter would like to thank TWS leadership for organizing the BioBlitz. We hope that all of you are staying safe and healthy as the summer progresses.

Member Profiles

Each submitted by Robert Holsman, Ethan Plumier, and Carissa Freeh, respectively

Dave MacFarland

We caught up with chapter member David MacFarland recently on his way to pick up 50 chickens he and his family raised from a butcher. “We’ve been doing a batch for several years,” he told me. “Backyard chickens taste so much better than store bought, and they are bigger, 7-8 pounds apiece. We got one in the crockpot right now, we’ll probably shred it and turn it into enchiladas.”



Raising chickens makes perfect sense when you hear about McFarland’s upbringing in rural Massachusetts. There were lots of wildlife to observe in his yard and a cattle farm next door. That setting forged his early interest in wildlife. “When I was five years old, my mom asked me what I wanted to do for a job someday, and I said ‘watch animals,’ he recounted. “She replied, “That’s not a job.”

Dave’s early interest in wildlife and conservation never left him and today he is a Team Leader in the DNR’s Office of Applied Science. The steps connecting his 5-year old self to his current position paint a resume that is as fascinating as it is cosmopolitan. He went to Messiah College in Pennsylvania for his undergraduate degree and studied environmental science. The unique program curriculum there offered many opportunities for travel to other states, and internationally. He took full advantage. He studied in Belize, Guatemala, Zimbabwe, and Kenya. “I took wildlife ecology in Kenya and ornithology in Florida.” It was a class he took in Michigan that introduced him to Cal DeWitt at UW-Madison who later invited Dave to do a master’s degree. That project involved working on a US A.I.D. project in Kenya setting up a community environmental monitoring program.

As his master's project wound down, Dave faced one of those "big forks in the road." He had been offered a job to stay on to manage a wildlife preserve in Zimbabwe or return to Madison to pursue a Ph.D. on a project that would have focused on elephants. He opted to do the Ph.D. and shortly thereafter the funding for the elephant research was diverted to program to combat AIDS. "Both worthy causes," he noted, but that left him scrambling for a new project. He eventually found funding with Tim Van Deelen to study bear population estimation in Wisconsin.

"My PhD project really set me up well with lots of connections at DNR," he said. Following his dissertation, Dave took a full-time job as a Carnivore Research Scientist and a couple of years later became the Carnivore Management Specialist in the Bureau of Wildlife, and then onto his current role in the Office of Applied Science. He enjoys the job: "I get to work with some really brilliant scientists and we play a critical role in collecting the data needed to inform wildlife policy decisions."

Dave's wife Laura, whom he met at UW-Madison, also works for the Department. They live in Rhinelander with their two children, ages 8 and 6. They enjoy hiking, backpacking, mountain biking, and downhill skiing.

Spencer Johnson

Spencer is a student at UW-Madison in the Department of Forest & Wildlife Ecology and a member of the Student Chapter of TWS there. He is pursuing a career in wildlife ecology in order to experience the beauty of the world up close, day after day at work.



Dubbed by our chapter as the CEO of Mustelids, Spencer is passionate about preserving ecosystem balance through carnivore conservation. He is fascinated by the huge an effect managing just a few carnivore species can have.

As an undergraduate Spencer has already gotten a fair amount of fieldwork under his belt. He worked on a summer camp staff for four years, surveyed pollinators for USFWS in North Dakota, and assisted with trapping and telemetry of snowshoe hares and porcupines near Wisconsin Rapids.

After college Spencer is hoping to work as a field technician for a few years and head back to school for a graduate degree. His dream job would be to work on a fisher, marten, or wolverine project in the Pacific Northwest.

Spencer has a habit of reading too many books at one time, and enjoys spending time playing the violin, bingeing animation on Netflix, drawing mustelids, and taking nature hikes.

Andrew Badje



Wisconsin TWS member Andrew Badje grew up in River Falls, WI. Having the Western Prairie countryside of rural St. Croix/Pierce County as his childhood playground; and the fond memories of fishing outings with his mom and uncle and watching nature specials on PBS is what fostered his interest in pursuing his career in the wildlife profession.

Andrew received his BS in Biological Aspects of Conservation and Graduate Certificate in Geographic Information Systems from the University of Wisconsin-Madison. Early on, a series of events led Andrew to quit his dead-end job for an internship that would change his life forever. He packed up his belongings and headed to northern California, 20 miles from the nearest unincorporated city. Working for \$100/week in 100°F+ on a rattlesnake infested reserve, Andrew found exactly what he was looking for and realized then and there that a career in wildlife conservation, especially rare and non-game species, was the only career option for him. He hasn't let up since. In addition to this Reserve Management internship, Andrew has worked for the Madison Audubon Society as a Restoration Ecology Intern and for the Wisconsin DNR as a field

technician for the Bat Program. Currently, he is a Conservation Biologist for Wisconsin DNR's Bureau of Natural Heritage Conservation where his job duties pertain to the inventory, monitoring, research, citizen science, and conservation of amphibians, reptiles, and bats.

Andrew currently resides in Wausau, WI with his wife Shanna and their 1-year old rescue pup, Wade. Andrew likes to claim that the Driftless Area is his favorite thing about Wisconsin but admits that comes up second compared to all of the amazing conservation professionals and citizens that work/volunteer selflessly to make our state a better place to live. One of these amazing professionals and mentors is the late David Redell, Wisconsin DNR Bat Ecologist. To those who knew Dave, he taught by example, and he gave Andrew his unexpected start working with the WDNR in 2010. He was extremely passionate, and at times tenacious about building a great Wisconsin Bat Program (from basically nothing), succeeding in Dave fashion. Dave worked smart, hard, and enthusiastically, and expected that same level of greatness with all of those he worked with. He instilled in his staff the belief that we are better off working together as a team, than as individuals. Dave left us way too soon, but all of those who were lucky enough to work with him will continue moving his vision and legacy forward.

Our Wildlife Family

Tribute to Bob Dumke

By Chuck Pils

Bob Dumke, former DNR biologist, passed away on June 11, 2020. I partnered with Bob from 1968 to 71 in a pheasant research study, when we were both biologists (Bob was the lead biologist) with the former DNR Bureau of Research. The resulting publication, "Mortality of radio-tagged pheasants on the Waterloo Wildlife Area," Technical

Bulletin #72, won the Wildlife Publication Award of The Wildlife Society in 1975. Although Bob had asthma, he was a hard worker who persevered despite his affliction. Bob was a pioneer in the field of radio telemetry who led the efforts to make the mortality study successful. He later went on to lead or be involved with many DNR projects such as the Richland County quail study and the May 1995 DNR report, "Wisconsin's Biodiversity as a Management Issue." Bob was an optimist who constantly worked to be an effective biologist and leader. He will be missed.

WCTWS Executive Board Meeting Zoom Call Meeting Minutes 05/20/2020

By Brad Strobel, WCTWS Secretary

Attendees

- Jennifer Summers
- Christine Anhalt-Depies
- Bob Holsman
- Carissa Freeh
- Scott Hygnstrom
- Lacy Hill-Kastern
- Brad Strobel

Treasurer Report - JS

- Still waiting on a revenue check from the meeting. Confirmation it's in the mail. Delays attributed to COVID-19.

Committees, Group and Scholarship Development - BH

- Women in Wildlife
 - CAD - Tami Ryan discussion around the best vehicle for the committee. What would a group like this look like and what would be the primary functions.
- Other potential groups that could be developed include LGBTQ.
- James Hardin - scholarship development is ongoing, reached out to Shelli Dubay and Eric Anderson to assist with the development.

Evaluating the Present Structure and Function of Chapter Committees

- Several Different committees currently in existence
 - Standing Committees
 - Nomination and elections
 - Membership
 - Information and education
 - Audit

- Public comment
- Fundraising and investments
- Award
- Leopold scholarship
- Professional development (potential)
- Conference Planning (potential)
- Conservation Affairs Committees (Overarching all: Presently not populated itself?)
 - Subcommittees
 - Climate Change
 - Wildlife damage
 - Forestry
 - Furbearer
 - Farm
 - Wolf
 - Wildlife disease
 - Wildlife funding
 - Government affairs
- The activity levels of the committees vary greatly. However many are largely inactive at present.
- Committees should have a mission/goal/objective statement to guide their roles/functions.
- Presently most committees do not include a sitting board member to serve as a liaison and facilitate communication.
- While standing committees are expected to be required continually the issues committee should fluctuate as the issues fluctuate.
- Perhaps a better direction would be if the board plays a more active role in helping define the committee's mission.
- Some of these sub-committees are in the bylaws and cannot be easily dissolved. This doesn't mean we cannot add more sub-committees.

Actions

- BH will draft some committee architecture.
 - What do we want to ask committee chairs
 - how do we feel committees would best function and serve the members
 - Could some committees be merged or redefined
- Board will review the materials available regarding the history/intent/background for each committee to help develop ideas on how they could be more effective or active.
- Next call we will discuss our thoughts and begin to develop a plan to elicit input from current committee chairs.

WCTWS Executive Board Meeting
Zoom Call Meeting Minutes
06/03/20

By Brad Strobel, WCTWS Secretary

Zoom call

Attendance: Jennifer, Ethan, Christine, Carissa, Lesa, Bob, Brad, Scott, Lacey

1. Agenda review (All)
2. Treasurer's report (Jennifer, All)
 - a. Check received from UWSP Continuing Ed
 - b. Balance Report
3. Minutes approval (Brad, All)
 - a. Minutes Approved unanimous

Old Business

1. Review some of the features in the Wild Apricot
2. Tabled until next meeting with the remaining questions
 - a. Evaluate the level of the group/community is it the number of contacts or members?
 - b. Double check the ability to step-up or step-down in status
3. Christine - Women in Wildlife Committee
 - a. Developing a new standing committee would require a change in the bylaws.
 - b. The women in wildlife committee is best formalized as a standing committee.
 - c. Requires a membership vote. Mariah Simmons indicated that a single bylaws change such as this would be straight forward.
 - d. Christine - makes a motion to take a vote among members to establish a standing committee of WOW-WCTWS
 - i. second Jennifer
 - ii. Discussion
 1. Lacey - do we want to stop there or expand the group to diversity within the wildlife field
 2. Ethan - Gender and Ethnic Diversity Working Group currently exists is it most effective to combine underrepresented groups?
 3. Jennifer - supportive of larger group
 4. Christine - suggested Diversity in Wildlife
 5. Lesa - in favor of combining
 6. Scott - unsure whether 1 group or different groups are best, at the national level both groups WIW and GEDWG are active and growing.

7. Christine - Amends motion to be: Putting a vote to membership to modify the chapter bylaws to establish a Diversity in Wildlife Standing Committee.
 8. Vote - passes unanimously
 4. Inviting Issue Committee Chairs to Upcoming Board Meeting
 - a. Bob will send the email he drafted by Friday if he receives no additional comments
 5. Populating Standing Committees
 - a. Lacey and Brad will try to find folks to fill committees
 6. Meeting Adjourned 15:05
-

WCTWS Executive Board Meeting
Zoom Call Meeting Minutes
06/17/20

By Brad Strobel, WCTWS Secretary

Attendees:

1. Jennifer Summers
2. Brad Strobel
3. Ron Eckstein
4. Christine Anhalt-Depies
5. Ethan Plumier
6. Jenna Malinowski
7. Scott Hygnstrom
8. Bob Holsman
9. Lacey Hill Kastern
10. Carissa Freeh
11. Randy Jurewicz
12. Lesa Kardash
13. Dan Hirschert

General

1. Agenda review skipped to save as much time for committee discussion

Old Business

1. Diversity Committee motion is moving forward, however, there was some concern regarding initial intent being focused on Women in Wildlife
 2. Jason Riddle is eliciting ideas from the chapter on web-based training that the North Central Section could sponsor and offer to members
 3. Scott and others have been working on the James W. Hardin Memorial Scholarship. Scott reports that the scholarship, as written, is:
 - a. The Hardin Scholarship is focused on academic excellence while the Hamerstrom Scholarship is emphasizing breadth of field experience
-

- b. The amount of the scholarship is up for discussion but should be less than the Leopold Scholarship
- c. Sophomores or Juniors are the targets for both the Hardin and Hamerstrom awards
- d. Requires a copy (potentially unofficial to reduce the cost to students) of their transcript
- e. Activity in TWS

Lesa - We need to ensure we have enough funds to fully support these awards. Dropping the official transcripts is a good idea. We also need to ensure we have the correct time allotted to the presentation of the awards.

Bob - The scholarship committee shouldn't be the sole responsible party to find the revenue. Tabled until further discussion at the next meeting.

4. Committee Discussion (Initiated by Bob)

- a. What are the reasonable expectations of our committees
- b. How can we make the committees more effective or functional at meeting their goals
- c. The needs and types of committees could, understandable ebb and flow as policy or issues change with the times
- d. What can we reasonably expect for a committee chair?

Review the document Bob sent out regarding Committee functions/responsibilities

Elicited thoughts from current Committee Chairs

1. Dan - Chair of the Wildlife Damage Committee

- a. Not much action during the past 5 years, the committee was developed for a single purpose (Cormorant Management), and once the issue was addressed.
- b. Presently, the wildlife damage committee may not be necessary. Members would obviously be available if an issue required its reconstitution

2. Jenna - Furbearer Sub Committee

- a. Would like to maintain the committee due to their role in the trapping matters workshop and training. Recently took over the chair from John Olson. Foresee, continuing to keep the chapter members informed on pertinent information from National Trapping Groups/Associations. Maintaining an educational role via workshops and informing the membership about policy issues.
- b. Bob - are there others besides yourself who are carrying this torch?
- c. Jenna - John will likely maintain an active role and there are others who may be able to step up. The development of white papers would be a bit challenging/concerning to tackle alone. The last meeting there were only 4 members meeting in the committee
- d. Bob- is there an opportunity to broaden the role of Committees beyond advocacy and policy?

3. Ron - Forest Management Committee

- a. The core of the committee is made up of a handful of active folks. Eliciting new members is challenging, especially from currently employed members. Continued support from the board of the committee is important but not much additional input is needed at this time. Committee frequently makes comments and offers feedback on management plans at the state level. Policy advocacy position statements need to be signed off by the executive board before they can be made on behalf of the chapter.

- b. Bob - this requirement is something that many chairs may not be aware of. It makes it challenging to make comments on quickly emerging policy issues. A question to the board...Can we review, comment, and vote on a statement quickly electronically to make those statements more streamlined?
- c. Lesa - reports that this method has been used often in the past.
- d. Scott - we are supposed to communicate with membership within 15 days of the chapter/committee making an official statement.
- 4. Randy - Wolf Committee
 - a. Most of the topics tackled by this committee get politically sensitive very quickly. At present, there is no policy to consider. The policy is the focus of the committee and Randy doesn't foresee the committee taking on much of a different role. The last State Wolf Committee did not have many seats available for individuals like the chapter.
- 5. Scott - general comment about current use of the term "Issues Committee" of which the sub-committees nested. Suggest using the name "Conservation Affairs Committee and Sub-committees" as it is stated in the new bylaws. Policy and advocacy is one of many niches available for sub-committees.
- 6. Ron - referencing the leadership letter on conservation affairs in the latest Wildlife Professional. TWS is regarded as a trustworthy organization but the state chapter needs to raise awareness among partners and the public to start to garner the same credibility. Where do the reporters, press go to for comment? Not typically TWS.
- 7. Scott - an executive director may provide a consistent point person that would be more easily recognizable by the press/public.
- 8. Jennifer - can we pool some of the committees like Wolves and Furbearers? How would that look and function.
- 9. Bob - one role of the chapter is to educate the public and perhaps this is a role/niche that can be taken up by a different or absorbed by all conservation affairs sub-committees.
- 10. Brad - Potential solutions to streamline these with membership management software.

Meeting Adjourn at 15:23

WCTWS Executive Board Meeting
Zoom Call Meeting Minutes
07/01/20

By Brad Strobel, WCTWS Secretary

Attendees:

- 1. Bob Holsman
- 2. Scott Hygnstrom
- 3. Brad Strobel

4. Christine Anhalt-Depies
5. Jennifer Summers

General

1. Agenda review and repair
2. Treasurer's report
 - JS - will move the chapters mailing address to Stevens Point
3. Approval of meeting minutes
4. Action item: Referral of Hardin and Hamerstrom applications to Scholarship committee (5 min)
 - Board voted to refer the Hardin and Hamerstrom Scholarships documentation to the Scholarship committee.
5. Action Item: Vote to consider Apricot subscription
 - The board voted and approved the subscription to Wild Apricot member management software.
6. Review of Committee discussion and next steps
 - Opening the dialog with the sub-committee chairs was a positive and important first step in understanding how the board can help the subcommittees fulfill different roles for the chapter.
 - Some chairs recognize the current lack of energy in the subcommittee and seem amenable to suspending it until other potential issues arise.
 - Other subcommittees are held together by a few highly energetic individuals who use the subcommittee as the official conduit for the chapter to weigh in on conservation issues.
 - Overall it seemed there is a lot of opportunity for subcommittees to take on new or different directions, but it would require the inclusion of new individuals and new means of communication.
 - Some ideas to reinvigorate the subcommittees were
 - Assigning a board member liaison to each group to maintain two-way communication
 - Developing group structure within Wild Apricot that would allow members to find contact information of all individuals that "opted-in" to the subcommittee group.
 - Others
7. Content for July Issue of IT'
 - BS - potential to include something in IT' about Wild Apricot roll-out. It could be a short paragraph as a "heads-up" or a more detailed description if we have consolidated a vision of how we want to use the software.

WCTWS Executive Board Meeting

Zoom Call Meeting Minutes

07/15/20

By Brad Strobel, WCTWS Secretary

Attendees:

1. Jennifer Summers
2. Brad Strobel
3. Carissa Freeh
4. Ethan Plumier
5. Lacey Hill Kastern
6. Lesa Kardash
7. Bob Holsman

General

1. Review and Approval of Minutes (Brad)
2. Review Treasurer's Report (Jennifer)
3. Member committee Report (Lacey)
4. Review annual budget (Bob)
5. Action Items
 - a. Scott's motion Re: Safe Capture workshop - motion to fund safe capture workshop at UWSP.
"So, I move that the WCTWS include a 20-hour online workshop on chemical immobilization of wildlife as a WCTWS Student-Professional Workshop in 2020. I further move that the WCTWS support the online workshop by providing two \$300 scholarships to Student Chapter and/or WCTWS members to help defray the costs of two participants."
 - i. Discussion
 1. Cost of online training seems high and relevance for training to students?
 2. Do we want to sanction this as a Student Professional Workshop by the chapter?
 3. If we do, do we want to fund the costs of 2 students?
 4. Travel grants funds could be redirected toward online course registration
 5. Modify Scott's Motion into two motions.
 - a. Motion to accept the Chemical Immobilization Workshop as a Student Professional Workshop by WCTWS. Voted 7Y,0N,0O
 - b. Motion to table the funding portion of the ordinal motion until further discussion related to other online trainings and travel budget. voted 7Y,0N,0O
 - ii. Support for TWS National registrations
 1. National TWS meeting is online ad \$100 registration costs for members
 2. Bob's motions to support up to 15 individual \$100 awards for the members to cover national meeting registration, 1 of which is ear-marked for Christine (President-Elect).
 3. Lesa suggested some follow-up reporting from individuals as a requirement for the award.

4. Jennifer, how would we do the selection process? Brad and Lacey, suggest favoring students if possible.
5. First-come-first-serve event is easy to set up in Wild Apricot and is less work for the board to make “selection”. Potential to add a wait list for individuals who decide to not attend.
6. Instead of a written “report” in return for grant. Discussion led to the motion being amended to include an in-kind payment from the award recipients to join in an online meeting to debrief about the national meeting. This will be a way for our membership to assist the board in planning for a potential virtual winter meeting. vote 7Y-0N-0O
- b. Referral of Hardin and Hamerstrom applications to Scholarship committee (5 min)
 - i. Board voted to refer the Hardin and Hamerstrom Scholarships documentation to the Scholarship committee. Committee discussed and came back with comments and revisions.
 - ii. Board reviewed recommendations from the scholarship committee
 1. Board agrees and confirms funding for Leopold scholarship funding is only for Leopold Scholarships and cannot be pulled to fund other scholarships. Funds for Hardin and Hamerstrom Scholarships must come from other sources and could potentially require additional fundraising efforts.
 - iii. What if sufficient funds are not available to cover all 3 student scholarships.
 1. Finance committee is responsible for raising funds for all three scholarships.
 2. Scholarship committee is responsible for application review and selection
 - iv. Regarding multiple awards to a single individual. The board agrees that scholarships should be awarded to 3 different students within each year. No student should be granted more than 1 scholarship in a year.
 - v. Vote to continue with Leopold Scholarship at the \$1000 and add the Hardin and Hamerstrom Scholarships with the edits from the Scholarship committee.
6. Status of articles for July IT
 - a. Updates on progress from Carissa, Ethan, Brad and Bob.
7. Brad - Discussion regarding vehicle strike and wildlife project that the 3 student chapters could work on a joint monitoring project. Will draft a request for the board to review to the student chapters and advisors to consider developing a project.

7. Annual Meeting Steering committee

Truisms - Contributed by Tom Bahti

Shamelessly borrowed, stolen and plagiarized from other sources

I'm just waiting to see if my coffee chooses to use its power for good or evil today.

What do we learn from hippopotamuses? That it's impossible to reduce weight by eating green grass and salads and walking.

I often feel like my body's "check engine" light has been on and I'm still driving like "Nah, it'll be fine."

Yankee Doodle must have had a lot to drink when he put a feather in his hat and called it macaroni.

Be loud about things you believe in.

I sometimes think about the shady places I've been to, all the crazy stuff I did for fun, and wonder how the hell I'm still alive.

The best memories come from bad ideas done with good friends.

Based on the look on your face, I'm going to assume I thought out loud again.

Most useless purchase of 2019.....a 2020 planner.

INTELLIGENT TINKERING

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