



INTELLIGENT TINKERING

Wisconsin Chapter of The Wildlife Society Newsletter

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

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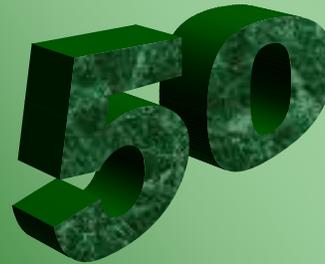
50th Anniversary Celebration Plans Announced

Next year marks an important milestone for the state chapter—our 50th Anniversary. We have decided to split the traditional annual meeting offerings into two big events for next year:

Virtual annual winter meeting, February 22-26, 2021 (page 3)

- Meeting theme - “WCTWS @50: Reflecting on the past, building an inclusive future”
- First call for abstracts (page 4)
- First call for student scholarship applications (page 5)

In-person gathering, Stevens Point, May 14, 2021 (more details to come).



Get Ready!

The most important election of our lives is right around the corner. No, not that one...the election for new WCTWS Officers. If you're ready to hit the campaign trail, consider running for an officer position. Candidates are needed for the following positions:

- President Elect: a 3-year commitment*
- Board member: a 2-year commitment*
- Treasurer: a lifetime commitment*

Contact Brad Strobel or Jennifer Summers if interested.

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

According to research conducted by the Pew Charitable Trust, twenty percent of employees' report being "active" in a professional association. Active was not defined in the question, but if I had to guess, I would say many are equating the act of paying membership dues as being "active". The Wisconsin Chapter of the Wildlife Society currently has about 218 members though pinning down an exact number in real time is difficult given the asynchronous nature of membership sign-up and renewal. Our membership could easily be doubled if we also count the many students who join student chapters of TWS at Northland College, UW-Madison, and UW-Stevens Point. We continue to strive for and promote both a large and active membership in the state chapter.

The vitality of our organization depends not only on paid memberships but also on the active volunteer efforts to create opportunities to elevate professional development and also public recognition of the importance of our profession to the conservation and management of wildlife. Research suggests five primary motivations for volunteering time for an organization. People who volunteers typically like to 1) help people; 2) try-on new roles or skills; 3) make professional/ social connections; 4) strengthen their resume; and 5) be a part of something larger.

As I think about my own involvement with our Chapter, I brought each of those motivations to some degree. Although I might combine 1 and 5 and say it's really about giving back. If you think about it, active involvement in the state chapter is really an example of symbiosis. The more we put into building a strong organization, the more opportunities are created to derive benefits as individuals. Regardless of what motivations you harbor, there are many opportunities for you to get involved. We can always use volunteers for organizing and carrying out the winter meeting and spring picnic (see related story). If you would like to help out with fundraising, communication, moderating technical sessions, judging students talks or any other aspects of these events, please contact me or any of our board members.

We are also starting our annual recruitment for open seats on the Executive Board. Every year we seek a President-elect. This person serves as a de-facto vice President for a year before assuming the Presidency the following year. We will also be seeking nominees for an open board position and for the treasurer position. The open call for nominations will go out shortly through our Wild Apricot email distribution list. The best news is that our election campaigns are civil, and to date, we have not experienced any interference from Russia. Even if you are not interested in serving on the board at this time, we would appreciate your help in reaching out to fellow members and encouraging them to run.

Let me close this edition with some thanks to members who have been very engaged with making things happen. Lacey Hill Kastern is coming to the close of her two-year term on the board and has been great. You may remember her heading up the fundraising raffle at the winter meeting and she has spearheaded our membership committee this year that includes Brian Heeringa and Jenna Malinowski. Ron Eckstein continues to be a workhorse representing the chapter reviewing planning documents and proposed rules affecting wildlife in forest habitat. I also want to thank the following people who have been meeting to deliberate and plan for our winter meeting theme and agenda: Jamie Nack, Tim Van Deelen, Jade Arneson, Chris Pollentier, Kris Johansen, Carissa Freeh, Emily Iehl, Jennifer Summers, Scott Hygnstrom and Christine Anhalt-Depies.

Be sure to share your ideas for activities and actions you'd like our chapter to undertake, and if you see a need-mentioned or not yet recognized- step up and meet it. Happy hunting and gathering. Be well.

Bob Holsman

50th Anniversary Celebration Plans Announced

By Christine Anhalt-Depies and Bob Holsman, Co-Chairs

Next year marks an important milestone for the state chapter—our 50th Anniversary. We have decided to split the traditional annual meeting offerings into two big events for next year. We will be holding our winter meeting online rather than in-person in light of the on-going Covid pandemic. Our conference theme is ***“WCTWS @50: Reflecting on the past, building an inclusive future”***. The theme recognizes our continuing commitment to develop and grow a wildlife profession whose members reflect all segments of society and where underrepresented groups can feel welcome. This theme builds upon last year's focus on gender bias and equity and dovetails nicely into the discussions emerging from our newly formed Diversity and Inclusion committee.

The dates for the meeting will be February 22-26, 2021. The decision to move to an online format was endorsed by the planning committee and follows suit with both the national TWS meeting, and more recently, the Midwest Fish and Wildlife Conference scheduled for late January. The conference planning committee recognized that people can “glaze over” spending whole days on Zoom, so the winter meeting format will be spread out to offer a few hours of programming every day.

The event will kick-off with two special symposia on climate change and private lands management on Feb 22nd. Both of these topics were ranked highly as areas of interest by attendees of last year's winter meeting during a post conference evaluation. The climate change symposium is titled ***“Winter adapted species in a warming world”*** and is being coordinated by Jamie Nack, Ben Zuckerberg, and Jon Pauli from UW-Madison. The private lands symposium is titled, ***“The state of private lands management in Wisconsin: past, present, and future”***. Carissa Freeh with Pheasants Forever and Krysten Zummo-Strong with the Mississippi Valley Conservancy are organizing the program for the private lands symposium.

The conference plenary will follow on the 23rd. We have tentatively identified a speaker line-up that will be announced shortly after confirmations. The annual business meeting will be held on the 24th, and general technical presentations will follow rounding out the week. (See page 4 for First Call for abstracts).

Many attend the annual meeting for the social aspects and reconnecting with friends and colleagues. We have decided to move and change the format of the annual awards banquet to allow for a safer gathering. We will present our annual awards and celebrate our 50th with a picnic and program next spring. We are tentatively planning to hold this event in Stevens Point on Friday, May 14th, likely at Bukolt park, pending a more favorable Covid climate than the state is currently experiencing.

Registration for both the online meeting and spring picnic will take place through our new member management platform called Wild Apricot for which we have been using to send out emails to members. The new system will offer

a smoother way to register and complete payment than third party providers we have used in recent years. Registration fees have yet to be determined but you can expect them to be considerably less than what we charge for in-person conferences at a hotel. We hope the ease of signing up, the low cost, and another engaging program will lead to record attendance for the winter meeting. Stay tuned.

First Call for Abstracts ***Wisconsin Chapter of The Wildlife Society Virtual Winter Meeting 2021***

By Robert Holsman, President

WCTWS will be hosting the technical sessions of the annual winter meeting online. The meeting will take place February 22-25, 2021. The theme of this year's meeting will be ***“WCTWS @50: Reflecting on the past, building an inclusive future”***.

Technical sessions talks will be presented live online using Zoom meeting. We are seeking submissions on a variety of topics including research, policy, education, management, professional development, case studies and history of the chapter. Undergraduate and graduate students are especially encouraged to submit abstracts.

When submitting, please include the following information: presenter name, affiliation, telephone number, email address; the names and affiliations of co-authors; title of talk, and abstract (not to exceed 250 words).

To submit abstracts, go to <https://www.research.net/r/WCTWS2021>

The first day of the conference will feature two special symposia on climate change and private lands management. You are also free to submit abstracts for these sessions but are encouraged to check first with organizers about availability of speaking slots. Abstract submissions that are not accepted for symposia will be considered for general technical sessions.

To inquire about climate change submissions, contact Jamie Nack at jlnack@wisc.edu

To inquire about private lands submissions, contact Carissa Freeh at cfreeh@pheasantsforever.org

To inquire about general session submissions, Christine Anhalt-Depies at Christine.anhaltdepies@wisconsin.gov

The deadline for submissions is December 1st.

First Call for Student Scholarship Applications

By Lesa Kardash, Scholarship Committee Chair

2021 Aldo Leopold Memorial Scholarships – Graduate and Undergraduate



Courtesy of the Aldo Leopold Foundation and University of Wisconsin-Madison Archives

The Aldo Leopold Memorial Scholarship provides support and recognition for future wildlife researchers and managers who are continuing their professional training. A total of \$1,000 may be awarded each to one graduate student and one undergraduate student who has made a commitment to the wildlife profession and has shown exceptional commitment to developing themselves professionally. The Committee will determine the number of individual scholarships awarded.

Applicants should be: currently enrolled at a technical school, college, or university within Wisconsin; be majoring in wildlife management, ecology, zoology, biology, or related field, and have a minimum G.P.A. of 3.0.

To apply, students must submit the following: 1) Letter of application, including a statement of professional goals and philosophy, and a summary of experiences or activities that relate to and show a commitment to wildlife conservation; 2) official copy of college/university transcripts; and 3) Two letters of recommendation.

Nomination materials should be emailed no later than **January 8, 2021** to: Lesa Kardash, Lesia.Kardash@wisconsin.gov

2021 Frances “Fran” Hamerstrom Memorial Scholarship



free spirit to advance our field forward, and in so doing, honor the memory of Frances ‘Fran’ Hamerstrom.

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 wild foods 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

This \$750 scholarship will be awarded to an **undergraduate student** who has made a commitment to the wildlife profession, is in the early stages of their formal education (Freshman or Sophomore standing at the time of application), and who has demonstrated great potential through creative thinking and nontraditional solutions to

complex problems – someone who stands out as an innovator. **Undergraduate students** at any of Wisconsin’s accredited colleges or universities are eligible to apply for the scholarship.

To apply, students must submit the following information, emailed no later than **January 8th, 2021** to:

Lesia Kardash - Lesia.kardash@wisconsin.gov

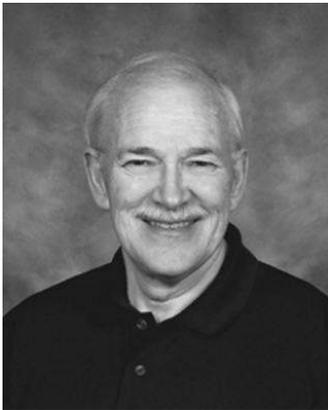
Application Materials:

Electronic submission of all documents is required (documents may be scanned)

- 1) A letter of application including a statement describing how the student meets the criteria of the scholarship and demonstrates a commitment to wildlife conservation.
- 2) An official copy of college or university transcripts.
- 3) Two letters of recommendation from people able to characterize your character within the scope of the criteria of this award.

Applicants will be evaluated based on 1) completeness of the application materials, 2) coursework breadth and diversity that reinforces the applicants aspirations as an innovator, 3) how well the letter of application and letters of recommendation convey that the applicant meets the aforementioned criteria, and 3) the applicant conveys a deep personal passion for wildlife conservation.

2021 James W. Hardin Memorial Scholarship



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.

This \$750 scholarship will be awarded to an undergraduate student from any of Wisconsin’s accredited colleges or universities who:

1. has made a commitment to the wildlife profession
 2. is in the early stages of their formal education (Sophomore or Junior standing at the time of application)
 3. has demonstrated a high level of academic performance.
- 1) A 1-page letter of application including a statement describing how the student meets the criteria of the scholarship and demonstrates their motivation and commitment to wildlife conservation.
 - 2) A copy of their college or university transcripts.
 - 3) Two letters of recommendation from people able to characterize the student within the scope of the criteria of this scholarship.

Applicants will be evaluated based on 1) completeness of the application materials, 2) a major in wildlife, natural resources, or closely related field, 3) sophomore or junior standing, 4) high grade point average, 4) level of activity in The Wildlife Society, 5) how well the applicant conveys a deep personal passion for wildlife conservation, and 6) how well the letters of recommendation convey that the applicant meets the previously mentioned criteria.

Application materials should be emailed no later than **January 8, 2021** to: Lesa Kardash, Lesa.Kardash@wisconsin.gov

Note: A student may apply to more than one scholarship, but a student will only be eligible to receive one scholarship per year. All scholarships will be presented to successful recipients during the Virtual Annual Meeting of the WCTWS, which is scheduled for February 22-26, 2021.

Treasurer Report

Submitted by Jennifer Summers, Treasurer

Account	1-1-2020	10-15-2020
Checking	8023.40	1043.56
Savings	56352.14	67647.28
Bjerke	73624.42	76276.31
Principal:	65,024.28	66,543.33
Available:	8,599.77	9,732.38
Leopold fund	16,448.11	14,454.48
PayPal	40.22	227.62
Total Assets	154,488.29	159,639.25

	1-1-2020	10-15-2020
Available Funds (non Bjerke/Leopold)	64,415.76	68,918.46

WCTWS's New Digital Membership Management Platform

Submitted by Jennifer Summers, Treasurer

You may have noticed WCTWS emails have a new look!

The WCTWS Executive Board voted to purchase a WildApricot.com subscription to streamline managing membership, sending emails, planning events, and more. Through WildApricot, we can ensure each of our current members receive WCTWS emails and updates, track when each member signed up or if their membership has lapsed, and send emails to our entire membership from one convenient platform. WildApricot also has the ability to function as an online event registration platform, where members can register and submit electronic payment for participation in events. Additionally, we have a new webpage hosted through WildApricot, through which members can renew their membership, access past issues of the IT, access executive board meeting minutes, register for upcoming events, participate in member polls, and more!

Each member of the WCTWS (that's you!) has a WCTWS account through WildApricot. To access your member portal, register for events, access past IT issues, see our calendar of events and more, please access your account at:

<https://wisconsinchapterofthewildlifesociety.wildapricot.org/>

Your temporary login password (case sensitive) is Wildlifer. We request you change your password and update your member profile by selecting the icon in the top right corner.

If you are not receiving emails, be sure to check you spam, junk, or promotions folder!

Please direct questions to Brad Strobel (secretary) or Jennifer Summers (Treasurer) at wctws.secretary@gmail.com.

WCTWS Diversity Committee Kick-Off Meeting

Submitted by Christine Anhalt-Depies, President-Elect

The newly formed WCTWS Diversity Committee held their first (virtual) meeting October 15th, 2020 with 14 members in attendance.

This idea was originally presented as a "Women of Wildlife" committee by former WCTWS President Tami Ryan at this year's chapter business meeting. Subsequent discussion expanded the original proposal to create a committee focused on a broad spectrum of diversity, equity, and inclusion issues inherent within the profession. This summer, the membership voted overwhelmingly in support of the creation of a Diversity in the Wildlife Profession Committee that includes a Women of Wildlife sub-committee and others formed through a majority vote of the membership. The bulk of this first Diversity Committee meeting was allocated to a brainstorming session, focused on two main themes: What do you, as members, see as the overarching purpose of this committee and how would a committee like this accomplish that vision? Those in attendance spoke to a variety of desired purposes including outreach and

education (e.g. sponsoring trainings for members), advocacy, and recognition (e.g. highlighting the work of underrepresented groups in the Chapter newsletter).

The next step for the committee will be to create a charter that lays out the committee goals, using the discussion as a starting point, as well as the committee structure, meeting schedule, and so forth. We have already received several volunteers willing to develop the charter.

If you were unable to attend, but are interested in participating in the future, you can stay up to date with committee business by selecting “Diversity Committee” within your [WCTWS profile online](#). Simply login to your profile, select “edit profile”, and update your “group participation” preferences at the bottom of the page.

Many thanks to those in attendance and your commitment to ensuring we are stronger together.

Wisconsin Wildlife Professional Webinar Series

Submitted by Lacey Hill Kastern, Board Member

This fall, the state chapter convened a membership committee consisting of Brian Heeringa, Jenna Malinowski, and Lacey Hill Kastern to discuss how to increase membership. From these discussions grew the idea of having a webinar series on current and emerging wildlife issues in our state. The state chapter has numerous issues committees, and to involve the committee chairs, the idea of having an issue committee lead a monthly webinar discussion on a particular topic facing wildlife professionals in the state of Wisconsin was discussed.

The North Central Chapter of the Wildlife Society is having a webinar series on the third Wednesday of the month starting this month from 12 PM to 1 PM central time. The Wisconsin State chapter plans to have their Wildlife Issues series on the second Wednesday of the month from 12 PM to 1 PM central time but allowing for additional presentations in the month if needed depending on the topic. The membership committee will be reaching out to Issues Committees for future topics and speakers. You can also contact Lacey at lacey.s.hill@live.com to submit topic ideas.

The first web presentation will be on December 9th at 12 PM CST. More information to come.

Web Series topics being discussed:

- Wolf delisting and what does that mean for Wisconsin
- Wisconsin Chronic Wasting Disease Update
- Zoonotic Diseases and Wisconsin Wildlife

Student Chapter Corner



University of Wisconsin-Madison

By Shelby Weidenkopf, President

So far, the fall semester has been off to a great start despite all the uncertainty in the world! We recently had our first meeting, where we welcomed many new faces to the club, and created a game plan for how to have an engaging and encouraging year. At our first meeting, we discussed the values of the club, opportunities for academic and professional development, and introduced our officer team. We also had the privilege to speak in a wildlife ecology class about the joys of TWS. Our next meeting (early next week) will be filled with wildlife trivia, and we are hoping to host a social-distancing birding trip within the next two weeks. For the rest of the semester, we hope to host a meeting about seasonal job opportunities, and we hope to host a graduate student panel in mid-November.

University of Wisconsin-Stevens Point

By Nathan Weisenbeck, President



This year of TWS has looked a lot different than usual for the University of Wisconsin – Stevens Point student chapter. Covid-19 has put many restrictions on the usual activities that our chapter offers. We came together as an officer board and decided that we would not let anything stop us from providing students with amazing wildlife experiences and opportunities like our chapter has done since 1971. Our first step was to continue our weekly meetings. We took our meetings to the online format ZOOM, which I am sure that many of you are now fully aware of. Though we could not be in person with our members, it is still fun seeing all of the smiling faces every Tuesday. Covid-19 has made it much easier to connect with professionals from far reaches, and we have had a lot of amazing speakers come and present to us. We started our speaker series with Sabrina Claeys, a past TWS officer and project co-leader. Her new position with Quail Forever focuses a lot on communicating with landowners in Louisiana to manage their properties to benefit wildlife. Her presentation gave us so much insight about what working with public is truly like in the wildlife field.

We now have 20 student led projects in our chapter! And though there were many obstacles, these projects fought through the paperwork to be able to give our members that hands on experience. The most active project this year has been the flying squirrel project. They began taking small groups of members out at the beginning of the semester to bait and check traps in our very own Schmeeckle Reserve. Previous years for the project had resulted in extremely low numbers of flying squirrel captures, but this year has been a total turn around. The project has captured over 10 different individual squirrels and giving students the opportunities to handle and process all of these squirrels, all while contributing to the ongoing research of the project.



Students are struggling in these hard times, but as a society we aim to create a place where they can come and feel welcomed. Be that through virtual game nights, were students can interact with their peers and connect, or listening to wildlife presentations put on by professionals. TWS has been preparing young wildlifers to go out into the world and protect and conserve of wild species for ages, and no matter what obstacles are thrown our way... That will continue to happen.

Stay safe and healthy.

Northland College

By Ella Shively, President

The Northland College chapter of The Wildlife Society has begun holding small, physically distanced meetings with the option of tuning in virtually. So far this year, members have participated in a plant identification workshop, the TWS pen pal program, the Great Lakes Wolf Symposium, and webinars by the International Wolf Center. We are planning a visit to the local Moquah Barrens, a virtual lecture on wolf ecology, and an owl survey. We are also putting together a student BioBlitz similar to the one conducted this summer, which will take place during the month of November. All in-person gatherings will be held with COVID-19 precautions in place. We wish everyone a safe and healthy year.

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

Submitted by Scott Hyngstrom, Past President

The WCTWS sponsored a Safe Capture workshop on chemical immobilization of wildlife for WCTWS and Student Chapter members on October 17-18, 2020. Three Wisconsin Chapter members and 21 Student Chapter members participated. Because of Covid-19, the entire workshop was conducted online through the San Diego Zoo Global Academy <https://sdzglobalacademy.org/safecapture/index.php>. Dr. Mark Drew, UWSP alum and Wildlife Veterinarian of the Idaho Game and Fish was the instructor for the 2-day workshop and Scott Hyngstrom and Beth Ingram served as facilitators. UWSP students, Jacob Bergstrand and Dan Ruka, received scholarships of \$295 each from SDZGA to cover their costs of registration. Both are working for Dr. Cady Sartini on the UWSP Bear Project and will put their new knowledge to use later this winter.

Member Profiles

Submitted by Carissa Freeh, Board Member

Jade Arneson

Growing up in a rural NE Wisconsin town, WI TWS member Jade Arneson vividly remembers walking the farm lanes behind her house and spending time at the creek where she would read books, take photos, and muck around for caddisflies. Her love for animals had her very interested in veterinary medicine, but after shadowing some veterinarians she discovered that her love of animals was intimately tied to the outdoors. This realization led Jade to take the chance on pursuing a degree in wildlife ecology.

Jade began her academic career at UW-Green Bay Manitowoc Campus and she later transferred to UW-Madison where she received her bachelor's degree. Post undergrad she sought out diverse field work opportunities; she assisted in implementing land management practices across Door County preserves with The Nature Conservancy and volunteered with the Green Bay Fish and Wildlife Conservation Office's fisheries department. These experiences led to employment as a Biological Science Technician for the Great Lakes Mass Marking program. In-between her Technician details, Jade returned to her alma mater to work on the Peery Lab California Spotted Owl demography study. In 2018, Jade went back to the classroom to pursue her master's degree at UW-Green Bay where her research focused on wild rice restoration. This next step was greatly encouraged by the wisdom of three close family members who taught Jade, "do the thing you think you cannot do." Her degree in Environmental Science and Policy was conferred this past September!



Jade currently resides in the Green Bay area with her fiancé and adopted pets: a German Shepherd named Odin; and cats, Fin and Gus. She recently accepted a position as a Soil Conservationist with Glacierland Resource Conservation and Development where she helps agricultural producers and landowners implement conservation practices through NRCS cost-sharing programs. In her spare time, Jade enjoys activities that are evident of her love for the outdoors and diverse Wisconsin landscapes. She is an adult-onset hunter who began hunting with her fiancé as means to bring home ethical and sustainable food. Amongst hiking, photography, and bird watching, she also enjoys foraging and adding more plants and fungi to her list of edible wild food every year. Jade is very happy to have made the choice to join the Wisconsin Chapter of the Wildlife Society. She did so out of the desire to remain active in wildlife conservation and research in the state and to reconnect with professionals. Her goal is to continue building a network of colleagues and to find opportunities to be a more active member.

Submitted by Robert Holsman, President

Alan Crossley

When it comes to retirement planning, most people focus on the financials. But some of best advice comes from those who tell you to have a plan for how you'll spend your time. When long-time chapter member Alan Crossley of Madison stepped away from a 30-year career in wildlife management at DNR in 2014, he knew he wanted to fill his time with travel, biking, volunteering, and spending time with his grandson who also lives in Madison. Mission accomplished.



Alan and his wife Karen on their Lake Michigan tour.

When I had the chance to catch up with him, he and his wife Karen had just completed a 17-day, 892 mile journey pedaling their bikes around Lake Michigan. “We went up the east side of the state toward Green Bay and crossed into the UP,” he reported. They camped most nights but stayed in a hotel or two when they wanted a break from the elements. “The weather started out cold and rainy but wound up beautiful the second week”. Crossley’s route came down the west shore of Michigan’s Lower Peninsula where they caught a ferry ride to Milwaukee before completing the loop to Madison. Biking is now a big part of Alan’s retirement. In fact, a month into his retirement in 2014, he and Karen spent three months biking across the United States from Seattle to Bar Harbor, Maine.

“When I looked for volunteer opportunities, I knew I wanted to be outside, doing manual labor, around young people, and not in charge of anything”, he said. He found what he was looking for at Troy Farm, an organic community supported agriculture (CSA) operation on the north side of Madison. He bikes there twice a week over the past six years. “Now I am the old guy around there. I maintain their equipment and tools, and really enjoy it.”

When I had the chance to catch up with him, he and his wife Karen had just completed a 17-day, 892 mile journey pedaling their bikes around Lake Michigan. “We went up the east side of the state

toward Green Bay and crossed into the UP,” he reported. They camped most nights but stayed in a

Crossley's love of biking led him to his other volunteering gig for a non-profit called "Wheels for Winners" (www.wheelsforwinners.org) that takes old bikes and refurbishes them before giving them away to people who volunteer 15 hours to a community organization. "We give away hundreds of bikes a year and I really support their mission". In addition to doing the hands-on repairs himself, he has served on their Board of Directors. "I am jazzed about the work, it energizes and refreshes me every day I go there," he said.

Crossley retired as a public lands specialist and was the Wildlife Bureau's point person on chronic wasting disease during some of the most contentious years of the Department's attempt to contain the spread of the disease. So does he miss the wildlife work?

"Ya know I loved my job up until the day I left, but I also knew there were a bunch of other things I wanted to do in life," he responded. He says his main involvement with wildlife issues these days is through his memberships with TWS and Green Fire. Other commitments have precluded his attendance at the annual meeting in recent years, but he is looking forward to the next opportunity to participate and catch up with people.

His advice to those of us still in the midst of our careers is to remember it is okay to have balance in your life. In this case, Crossley is a fine example of having a diversity of interests and a dedication to helping others.

WCTWS Quarterly Summary of Board Meeting Minutes Zoom meetings from September 9, 23, and October 7, 2020

By Brad Strobel, WCTWS Secretary

This quarter the executive board meeting covered a variety of topics including:

- Discussion of the form and function of the National TWS virtual meeting and specifically how to adapt the Chapter's winter meeting
- The winter meeting planning committee developed a survey to elicit the preferences of chapter members for a virtual meeting
- Developed and reviewed guidance for dispersing travel and training grants allowing members more flexibility to identify their training needs
- Discussed the development and implementation of the new WCTWS website and associated features to support our members
- Nominated Scott Craven to serve as the chapter's representative on the Wisconsin Conservation Hall of Fame
- Membership committee provided an update on developing virtual seminars that would be open to the public.
- The Diversity Committee is planning their first annual meeting.

Full meeting minutes for September 9, 23 and October 7 can be accessed by logging into the WCTWS Wild Apricot platform (see details on page 8). Simply go to the page for Intelligent Tinkering issues and there is a page with links to past meeting minutes.

Truisms - Contributed by Tom Bahti

Shamelessly borrowed, stolen and plagiarized from other sources

You can't buy courage and decency, and you can't rent a strong moral sense. A supervisor must bring those things with him/her.

I've found that if you tuck one part of your pant legs into your sock, people expect less of you.

Due to personal reasons, I'll be drinking again this weekend.

Nature bats last.

Guys with an eye patch and 3 fingers sell the best fireworks.

Hard times call for hard liquor.

I had a lot of stuff to do today. Now I've got a lot of stuff to do tomorrow.

I ate a donut without sprinkles. Diets are SO hard.

INTELLIGENT TINKERING

Published by Wisconsin Chapter of The Wildlife Society. TWS is an international nonprofit organization of wildlife professionals. Subscriptions available with Chapter membership. The editor invites comments and articles for possible publication. Email submissions to: skuldt@uwalumni.com

Submission Deadlines:

Winter Issue: 1/15

Spring Issue: 4/15

Summer Issue: 7/15

Fall Issue: 10/15

General Mail: Wisconsin Chapter of TWS,
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