

TWS Council Candidate Biographic Sketch

Vice President Position – 2023

Paul R. Johansen

I. Education

- 1981 Master of Science in Fisheries and Wildlife Science, Virginia Polytechnic Institute and State University, Blacksburg, Virginia
- 1977 Bachelor of Science in Wildlife Biology, University of Massachusetts, Amherst, Massachusetts

II. Professional Background

Current position

2015-Present Chief, West Virginia Division of Natural Resources, Wildlife Resources Section, South Charleston, West Virginia

As Chief of the Wildlife Resources Section, I am responsible for administering four programmatic areas within the agency, including game management, fisheries management, wildlife diversity and operations. My specific duties are listed below.

- Organize and administer the Wildlife Resource Section by clearly defining goals and objectives, establishing manpower and budgeting allocations, monitoring and evaluating program effectiveness, and coordinating with other Units in the Division.
- Direct and supervise a professional and technical staff of approximately 187 individuals, including wildlife and fisheries biologists, wildlife managers, hatchery managers, accounting staff and clerical staff.
- Compile, analyze and interpret a variety of complex biological, sociological and economic data (e.g., fish and wildlife population estimates, fish and wildlife research results, habitat assessments, environmental reviews, hunter and angler use, etc.) to make appropriate management decisions.
- Represent the Section at a wide variety of meetings and provide technical and scientific information to the Natural Resources Commission, West Virginia State Legislature, federal and state

agencies, academic and research institutions, hunter and angler groups, landowners, regional and national fish and wildlife agency associations and technical committees.

- Review, evaluate and approve the development of capital improvement projects (e.g., land acquisitions, public shooting ranges, boating access sites, etc.).
- Advise and make recommendation to the Governor, Director, West Virginia State Legislature and Natural Resources Commission regarding policies, rules, regulations and procedures within the Section.

Additional Positions Pertinent to TWS Vice President Position

1995 - 2015 Assistant Chief in Charge of Game Management, West Virginia Division of Natural Resources, Wildlife Resources Section, South Charleston, West Virginia

As Assistant Chief in Charge of Game Management, I was responsible for administering the statewide game management program, including District wildlife management operations and statewide wildlife research projects within the Wildlife Resources Section. Specific duties associated with this position are listed below.

- Organize and administer the Game Management Unit by clearly defining goals and objectives, establishing manpower and budgeting allocations, monitoring and evaluating program effectiveness, and coordinating with the Chief and other Units in the Section.
- Direct and supervise a professional and technical staff of approximately 80 individuals, including Wildlife Biologists, Wildlife Managers and clerical staff.
- Compile, analyze and interpret a variety of complex biological, sociological and economic data (e.g., wildlife population estimates, wildlife research results, habitat assessments, hunter use, etc.) to make appropriate management decisions.
- Review, evaluate and recommend capital improvement projects (e.g., land acquisitions, public shooting ranges, access for physically challenged sportsmen, etc.) for consideration by the Chief.

- Prepare, review and edit a variety of Section publications, scientific and peer-reviewed manuscripts for publication in professional journals, news releases, popular articles and correspondence for the Chief and Director.
- Represent the Section at a wide variety of meetings and provide technical and scientific information to the Natural Resources Commission, West Virginia State Legislature, federal and state agencies, academic and research institutions, hunter groups, landowners, regional and national fish and wildlife agency associations and technical committees.
- Advise and make recommendation to the Chief regarding polices, rules, regulations and procedures within the Section.

1988 - 1995 Wildlife Biologist III, West Virginia Division of Natural Resources, Wildlife Resources Section, Elkins, West Virginia

As a Wildlife Planner for the Wildlife Resources Section, I was responsible for developing, monitoring and updating strategic and operational plans for all fish and wildlife programs within the Section. Specific duties associated with this position are listed below.

- Assist in the administration of the planning program through time and manpower allocation, budgeting, coordination with other agencies, setting program goals and objectives, and supervise staff.
- Develop strategic and operational plans for wildlife management programs, administrative functions, land acquisition and capital improvement projects at the Section level.
- Compile, analyze and interpret a variety of data (e.g., biological, sociological, financial, etc.) for developing both strategic and operational plans.
- Develop a Comprehensive Management System to link strategic and operational planning processes and provide administrative guidance for the allocation of money and manpower to projects and activities within the Section.

- Monitor and evaluate progress toward meeting Unit, Section and Division goals and objectives.
- Assist in the development of legislation necessary to implement Section and Division plans, review and comment on other federal and state legislation, and coordinate Section efforts to secure passage of necessary legislation.
- Coordinate Section interactions among hunters, anglers and other wildlife-associated recreationalists on legislative issues.
- Provide formal presentations to hunters and anglers, other publics, and federal and state agencies on matters dealing with planning efforts, Section activities, and legislative initiatives.

1983 - 1988 Wildlife Biologist II, West Virginia Division of Natural Resources, Wildlife Resources Section, Fairmont, West Virginia

As an Assistant District Biologist for the Wildlife Resources Section, I was responsible for assisting the District Biologist with the administration and management of all wildlife species, Wildlife Management Areas (WMAs), and sportsmen related programs in a 12-county area of West Virginia. Specific duties associated with this position are listed below.

- Plan and administer all wildlife management practices on 9 WMAs (31,906 acres) in the District.
- Develop annual work schedules and budgets for 5 Wildlife Managers in the District. Supervise, monitor and evaluate the performance of these employees.
- Assist in the development of operational management plans for big game species in the District and recommend appropriate harvest regulations.
- Administer the operations of approximately 150 game checking stations in the District and gather appropriate biological information for compilation and analysis.
- Compile, analyze and interpret a variety of biological and sociological data (e.g., wildlife population estimates, habitat conditions, hunter use, etc.) to make appropriate management decisions at the District level.

- Provide technical assistance and information (e.g., formal presentations, correspondence, personal contacts, etc.) to hunters, landowners, schools, and others interested in managing wildlife habitat and populations.
- Assist in data collection for a variety of wildlife research projects (e.g., population dynamic studies on wild turkey and black bear, wildlife disease monitoring, river otter reintroduction, etc.).
- Cooperate with federal agencies on surveys for waterfowl, mourning doves and American woodcock.

1982 - 1983 Wildlife Manager, West Virginia Division of Natural Resources, Wildlife Resources Section, MacArthur, West Virginia

As a Wildlife Manager for the Wildlife Resources Section, I was responsible for developing and implementing wildlife management projects on R.D. Bailey WMA (17,280 acres) and assisting the District Biologist with the administration and management of wildlife programs at the District level. Specific duties associated with this position are listed below.

- Conduct wildlife management activities on R.D. Bailey WMA and other WMAs in the District. These activities included planning, supervision of seasonal staff, mowing, herbaceous seeding, road and trail maintenance, prescribed burning, timber management, turkey trapping, and other duties as assigned.
- Conduct law enforcement activities on R.D. Bailey WMA and other WMAs in the District.
- Assist in the operations of approximately 100 game checking stations in the District and gather appropriate biological information for compilation and analysis.
- Compile, analyze and interpret a variety of biological data (e.g., wildlife population estimates, habitat conditions, etc.) to make appropriate management decisions at the WMA and District levels.
- Provide technical assistance and information (e.g., formal presentations, correspondence, personal contacts, etc.) to

hunters, landowners, schools, and others interested in managing wildlife habitat and populations.

- Assist in data collection for a variety of wildlife research projects (e.g., wild turkey brood range studies, population dynamic studies on black bear and white-tailed deer, wildlife disease monitoring, etc.).
- Cooperate with federal agencies on surveys for waterfowl, mourning doves and American woodcock.

1981 - 1982 Wildlife Research Technician, Maine Department of Inland Fisheries and Wildlife, Bangor, Maine.

As a Wildlife Research Technician for the Maine Department of Inland Fisheries and Wildlife, I was responsible for the capture, handling, and monitoring of black bears for several radio telemetry projects in northern Maine. Specific duties associated with this position are listed below.

- Conduct field work associated with the capture and handling of black bears. These activities included locating suitable bait sites, setting Aldrich foot snares, tranquilizing captured bears, recording and maintaining detailed field notes on study animals, marking study animals, attaching radio transmitters on female bears, and maintaining equipment.
- Monitor and plot movements of study animals using radio telemetry to determine the home range, habitat utilization, and den site preference of black bears in northern Maine.

III. Memberships and involvement with TWS at chapter, section and headquarters level.

- Member of The Wildlife Society, Northeast Section, and West Virginia Chapter (1983 - present)
- Northeast Section Representative to Council (2014 - 2020)
- Recipient of The Wildlife Society's Jim McDonough Award (2018)
- Certified Wildlife Biologist (1994 - present)
- Member, TWS Advisory Committee on Lead in Ammunition and Fishing Tackle (2021-2022)
- Council Liaison to the Editorial Advisory Board for *The Wildlife Professional* (2017 - 2020)
- Chair, TWS Awards Subcommittee (2018 - 2020)
- Member, TWS Diversity Subcommittee (2014 - 2020), TWS Publications

- Subcommittee (2017 - 2020), TWS Awards Subcommittee (2017 - 2020), TWS Fellows Subcommittee (2014 - 2020), TWS Group Achievement Award Subcommittee (2014 - 2020), TWS COWCH Project Subcommittee (2014 - 2020)
- Member, TWS 75th Anniversary Celebration Committee (2010 - 2011)
- Chair, Wildlife Planning and Administration Working Group (1993 - 1996)
- Member, TWS Aldo Leopold Memorial Award Committee (1994)
- Vice-Chair, Northeast Section (2001 - 2002)
- Chair, Northeast Section Awards Committee (1990 - 1991) and Member, Northeast Section Awards Committee (1991 - 2020)
- President, West Virginia Chapter (1988 - 1990)

IV. Membership with other professional organizations

- Association of Fish and Wildlife Agencies: Chair, Fish and Wildlife Health Committee (2018 - present); Chair, National Fish and Wildlife Health Initiative Steering Committee (2018-present); Past Chair, Energy and Wildlife Policy Committee (2010 - 2018); Member, Executive Committee (2019 - present); Member, National Grants Committee (2019 - present); Member, Annual Meeting/Awards Committee (2019 - present); Member, Wildlife Resource Policy Committee (2000 - 2020); Member, Federal and Native American Relations Committee (2000 - 2020)
- Northeast Association of Fish and Wildlife Agencies: President (2019 - 2020); Member and State Representative (2015 - present); Member, Northeast Wildlife Administrators Association (1995 - 2015)
- Southeastern Association of Fish and Wildlife Agencies: President (2020 - 2022); Member and State Representative (2015 - present); Member, Southeast Wildlife Administrators Association (1995 - 2015)
- Southeastern Cooperative Wildlife Disease Study: Chair, Steering Committee (2017 - present); Member, Steering Committee (1995 - present)
- Atlantic Flyway Council: Member and State Representative (1995 - 2015); Treasurer (1998 - 2015)

V. Please provide a 500-word (Limit) answer to the following question: Why are you interested in running for the office of TWS Vice President and what is your vision for The Wildlife Society?

In today's changing society, it is imperative the wildlife profession be prepared to address a wide range of issues and concerns (e.g., agency relevancy and effective public engagement; growing anti-management sentiment among various segments of the public; threats undermining the North American Model of Wildlife Conservation; matters relating to diversity, equity and inclusion within the profession; recruitment,

retention and reactivation of hunters, anglers and other wildlife-associated recreationalists; impacts of climate change and accelerated habitat degradation; successional planning for agencies and institutions; meeting the needs of established wildlife professionals, early career professionals and students). The Wildlife Society is well positioned to assist the wildlife profession, as we attempt to address many of these challenges. By adopting an effective and business-like approach to management, The Wildlife Society continues to improve its scientific and technical publications, networking and information dissemination capabilities, wildlife policy activities and other programs designed to support its membership in all areas of wildlife conservation, research and management. I fully endorse these initiatives, recognize their importance to our profession and pledge to explore additional means for improving organizational effectiveness and program delivery to our membership.

My vision for The Wildlife Society is straight forward. The Wildlife Society should continue to be the preeminent organization that welcomes and supports all wildlife professionals and students. To be effective, we must remain relevant to both our membership and the broader elements of society.

I am proud to be a member of The Wildlife Society. Through my previous tenure on Council, I observed our leadership consistently demonstrate commitment to the wildlife professionals we serve and the natural resources we value. Should I be elected to the office of Vice President of The Wildlife Society, I will attempt to continue this fine tradition and serve to the best of my ability.

VI. Other Information

As a Certified Wildlife Biologist with more than 40 years of service to the citizens of West Virginia, I have held various positions within the West Virginia Division of Natural Resources, ranging from Wildlife Manager to Chief of the Wildlife Resources Section. I am honored to work with some of the finest wildlife professionals in the country and to serve some of the most dedicated hunters, anglers and other wildlife-associated recreationalists in the nation. I am also privileged to serve on many committees for regional, national and international professional wildlife organizations, including The Wildlife Society, the Association of Fish and Wildlife Agencies, the Southeastern Association of Fish and Wildlife Agencies and the Northeast Association of Fish and Wildlife Agencies. I am happily married to my lovely wife Anne, and together we have shared the joy of raising our son William.

It has been my greatest professional honor to serve as Northeast Section Representative to The Wildlife Society. I am very proud to be a member of this fine organization which consistently strives to meet the professional needs of dedicated wildlife managers, students, educators, researchers and administrators throughout North America. Working together, we can continue to meet the challenges and opportunities that face our natural resources and users of these valuable resources. I would welcome the opportunity to continue my service in support of this organization and its members.