

Editor: Diane Brinson

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## Change on February 12 for remote access of computer network

By: Richard Doty, Bureau of Technology Services

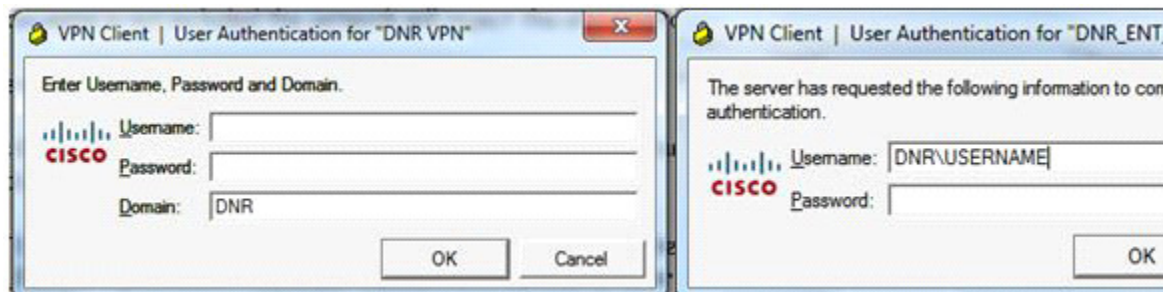
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*Alert for those using VPN or dial-in to the network.*

The state is scheduled to update its VPN (virtual private network) and dial-in remote access technologies this month, which will lead to important changes that those who use these technologies need to know about and that will enable the network to keep up with the technology needed to assure ongoing operations.

### **This change will occur at 6 a.m. on Sunday, February 12.**

All who use the older VPN Concentrator (DNR VPN) and the new (DNR\_ENT\_VPN) will need to include the domain name "DNR" (without quotation marks) in their logon once the new change is in place. Either the Domain box needs "DNR" in it or the username field needs "DNR" or their username, not both. See examples below



If the correct domain name isn't included, the network will reject the attempt to logon.

The Department of Administration's Division of Enterprise Technology and DNR's Bureau of Technology Services are recommending that everyone at DNR move to the enterprise VPN (DNR\_ENT\_VPN) instead of the older concentrator technology that Cisco no longer supports. If the concentrator were to fail, there may be nothing we can do.

**Footnote:** *Richard Doty is director of the Bureau of Technology Services.*



## Get ready for spring with Wisconsin Natural Resources magazine

By: Natasha Kassulke, Office of Communications

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The [February issue](#) of **Wisconsin Natural Resources** magazine teases readers about what's on tap when the snow and ice melt: get out on the water and get ready for bird migrations.

Our cover story, "Kayak Wisconsin," leaves winter in its wake and gets readers ready for paddling season with safety advice and suggestions for what to look for if you're in the market for a new ride. **Joanne Haas**, public affairs manager in the Office of Communication, was the author of this piece.



A kayak skims across the water on the cover of the February Wisconsin Natural Resources magazine. DNR image

"African savannas and Wisconsin state parks" recaps one writer's encounters with children as they make some curious comparisons.

"Our Birds" is a light-hearted story of the author's adventures to find Wisconsin birds wintering in Costa Rica. A companion story, Wisconsin snow birds, follows a tour group on their bird watching adventure, a trip that benefitted habitat protection on Costa Rica's Osa Peninsula. **Karen Ecklund**, magazine circulation editor, wrote this story.

Readers are reminded with "Every drop counts" to check for leaks during Fix a Leak

Week, March 12-18. **Shaili Pfeiffer**, staff specialist in the Bureau of Drinking and Groundwater, penned this piece.

"A state for sturgeon" celebrates success in restoring an ancient species to its ancestral waters in Wisconsin. Several factors mesh to make the 21st century one of the most promising for a species whose continued existence depends on humans successfully managing their populations within razor-thin margins. Public affairs manager **Lisa Gaumnitz**, in the Office of Communication, is the author of this story.

"The face of Wisconsin hunters" continues the discussion of courting a land ethic among hunters. Many hunters learn to appreciate the land from family members and other mentors. "A teen hunter's story" follows a young hunter who bags a buck with his grandpa.

"Creature Comforts" suggests reasons cats sometimes skip the litter box. The author of this story is **Johanna Schroeder**, office associate, in the Bureau of Watershed Management.

"Traveler" delivers a smorgasbord of short junkets to brighten the midwinter doldrums. **Kathy Kahler**, magazine publications editor, is the author of this story.

Remember to consider the magazine as a thoughtful, inexpensive gift that can share what you value about the outdoors with family, friends and professional colleagues. Readers find six colorful issues delivered to their doors all year for less than \$1.50 a copy. Year-round the magazine shares ways and places to enjoy the Wisconsin outdoors for only \$8.97. Subscribe toll-free at 1(800)678-9472, online at [Wisconsin Natural Resources](http://WisconsinNaturalResources.com) magazine ([www.wnrmag.com](http://www.wnrmag.com)), or by mail. Subscription blanks and single issues are available from the magazine's circulation office at P.O. Box 7921, Madison, WI 53707 or from the magazine's office on the second floor of GEF 2. For more information, contact me, **Natasha Kassulke** at (608)261-8446 or circulation editor **Karen Ecklund** at (608)267-7410.

**Footnote:** *Natasha Kassulke is the editor of the magazine.*



## Trout Unlimited honors DNR's Shawn Sullivan and Al Niebur

By: Trish Ossmann, Northeast Region

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Trout Unlimited (TU) recently recognized the tenacity and commitment to the environment of two DNR fisheries employees who had worked on a riverway restoration project in the City of Waupaca.



Shawn Sullivan received the "Resource Professional Award" for his work on the Waupaca Riverview Park Project. Photo courtesy of James Beecher

**Shawn Sullivan**, operations supervisor in the Wild Rose office, received TU's "Resource Professional Award" on Saturday night, February 4, in Rothschild. In 2007, Sullivan began working with several area groups and TU on the Waupaca Riverview Park Project. This project consisted of three components:

- establish trout habitat structures;
- construct a kiosk showing where the structures are and what they do;
- and, create handicapped access to the best fishing hole in the project area.

Sullivan worked with the groups to overcome several obstacles to this project. He'd also been involved with numerous other habitat projects in central Wisconsin, including work on Chaffee Creek, the Mecan River and Lawrence Creek.

That same evening, TU presented a "Certificate of Appreciation" to **Al Niebur**, fisheries manager for Shawano, Waupaca and Menominee counties.



Al Niebur (right) accepted a "Certificate of Appreciation" from Trout Unlimited for going the extra mile to obtain water management permits. Photo courtesy of James Beecher

Niebur worked closely with the Waupaca Riverview Park Project, calling it one of the most difficult projects he's ever worked on in terms of getting all the necessary approvals. He had to do additional surveying for elevation, channel dimensions, and the impact of stream-narrowing structure placement in order to obtain water management permits. In addition, Niebur aided in the completion of a flood plan analysis and worked with the Bureau of Endangered Resources when those working on the project found Blandings and wood turtles within the project area.

**Footnote:** *Trish Ossmann is the public affairs manager for the Northeast Region.*



## Web redesign rolling along rolling out new topic pages

By: JD Smith, Office of Communication

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The web redesign project focuses on topics rather than DNR programs. In addition, the pages are being simplified to be much more customer friendly. Your DNR Web Redesign Team invites you to go to [DNR's homepage](#) and search for the new webpages the team recently rolled out. Search and enjoy, but also begin using keywords in your communications so everyone becomes familiar with them. Following are recently rolled-out topics and the keywords that will focus your search to promptly take you to the webpage. On topic landing pages, you'll find buttons for completing specific tasks associated with that topic. Click on the option you'd like, and you'll be routed to a content page for more details.

- ATV riding: Search **ATV**
- County Forest: Search county **forest**
- Electronics recycling: Search **ecycle** or **e-cycle**
- Forest Business: Search **forest products**
- Forest Fire Protection: Search **forest fire**
- Lakes: Search **lake** or **lakes**
- Recycling and Composting: Search **recycle** or **compost**
- Snowmobile: Search **snowmobile**
- Trapping: Search **trap**
- Urban forest: Search **urban forest**
- Green Tier: Search **green tier**
- Boating: Search **boat**
- Open the Outdoors: Search **disability**
- Beaches: Search **beaches**
- Wetlands: Search **wetland** or **wetlands**
- Hunting: Search **hunt**
- Deer hunting: Search **deer**
- Bear hunting: Search **bear**
- Waterfowl hunting: Search **waterfowl**
- Turkey hunting: Search **turkey**
- Small game hunting: Search **small game**
- Employment: Search **employment**
- Forest Health: Search **forest health**
- Landfills: Search **landfill** or **landfills**
- Rivers and Streams: Search **rivers** or rivers and **streams**
- Spills: Search **spill** or **spills**
- Watersheds and Basins: Search **watershed** or **basin**

You might ask yourself how people trying to access information on the department's website know which keyword to use. Currently, there's a page containing a list of ["73 Published Keywords"](#) on the "MyDNR" Intranet page. Eventually, there will be a

similar resource for the public, so they can focus their searches.

**Footnote:** *JD Smith is the project manager for the department's Web redesign.*



## Bart Sponseller and Sanjay Olson named to management positions

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### Sponseller takes reins of Air Management Bureau

Division of Air and Waste Management director **Pat Stevens** recently announced appointment of **Bart Sponseller** as the state's Air Management Bureau director. Sponseller, of Madison, previously held the position of chief of the Monitoring Section, in the same bureau.

The Air Management program is responsible for implementing federal and state air pollution laws and developing plans for achieving nationally-set standards. The bureau issues air emissions permits, assures compliance, develops policy and monitors the state's air quality.



Bart Sponseller is the new director of the Bureau of Air Management. DNR Photo

"We are absolutely thrilled to have Bart heading the Air Management Bureau," said Stevens. "Bart brings great leadership and strategic vision for the air program and the Division for Air and Waste Management. I am looking forward to working with him as part of our division team."

Sponseller has worked in the department since 2004, beginning as a contract employee for the Lake Michigan Air Directors' Consortium, working on policy and science issues for DNR. Since 2008, he's been the leader of the state's air monitoring program and is co-investigator on a science team for NASA that is researching the integration of data from satellites for use by policymakers and analysts.

In 1999, Sponseller earned a master's degree in air resources management from the Gaylord Nelson Institute for Environmental Studies at the University of Wisconsin-Madison. He also holds a bachelor's of environmental sciences, having graduated with honors from the University of Delaware, where he also majored in German.

Last year, Sponseller was the co-organizer of the American Council on Germany (ACG) Conference at UW-Madison that focused on the reinvention of the industrial heartland and its auto industry, as well as development of sustainable supply chains.

The ACG also selected him as one of 15 experts to participate in a December 2011 study event in Germany on public policies and research relating to energy, the environment and economic development.

"I believe that an open and collaborative approach, both internally and with stakeholders, is the best approach to achieving superior environmental results, while continuing to grow Wisconsin's economy," Sponseller said.

In addition to his DNR experience, Sponseller was the air toxics program coordinator for the State of Vermont, an environmental consultant in Germany, a factory line worker in a German auto plant, and vegetable farm worker in the United States.

Bart bikes, hunts and spends time with his wife and two children.

### **Olson steps into division deputy administrator role**

Division of Land administrator **Kurt Thiede** announced in June 2011 that **Sanjay Olson**, formerly with the Bureau of Facilities and Lands, had accepted the position as his deputy division administrator.



Sanjay Olson serves as deputy administrator of the Division of Land. DNR Photo

Olson has worked for the DNR for 17 years, spending the nine years prior to his current position as chief of the Engineering and Construction Management Section. Initially, he served as a natural resources design engineer during his first eight years. Before joining state government, Sanjay worked for a consulting firm, specializing in landfill design, municipal engineering and surveying.

Olson holds a Bachelor of Science degree in Civil and Environmental Engineering from the University of Wisconsin-Madison. He shared the following regarding the challenges facing his division:

"I very much look forward to the exciting and challenging times to come for the Land Division, the agency and the state as a whole. It will be a great pleasure to continue to work along side the wonderful staff and management teams in the division, as well as collaboratively protect our valued resources, while still maintaining and improving access and recreational opportunities."

Olson is a native of Madison and currently resides in Fitchburg with his wife Sarah. His daughter Briana is in her second year of law school in Boston. He spends much of his free time outdoors hiking, camping, biking, playing sports,

remodeling his home and landscaping his yard.



## Warden Tom Krsnich will take home this year's Shikar-Safari award

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**Tom Krsnich**, warden supervisor stationed in Green Bay, recently received the news that he'll take home the 2012 Shikar-Safari Club International Officer of the Year award at the June meeting of the Natural Resources Board.

Krsnich has been a conservation warden in Wisconsin for 32 years, and a warden supervisor for the past 11 years.



Tom Krsnich received this year's Shikar-Safari Club International Officer of the Year award.

"Tom is extremely dedicated to the protection of Wisconsin's fish and wildlife, and their habitats; and the air, land and water resources that make Wisconsin a special place known for its recreation, industry natural resource-based economy, and quality of life," said chief warden **Randy Stark**.

Stark commented on Krsnich's dedication to protecting Wisconsin citizens and visitors, for which he received a life saving award this year from his peers and Governor Scott Walker for his aid to a troubled person threatening to take their own life.

As a lifelong learner and a skilled teacher, Krsnich specializes in conducting complex investigations. Stark also referred to him as a leader in advancing the use of technology and the development of computer forensics skills.

"Tom has achieved successful outcomes in a number of large scale investigations through the skilled application of teamwork, investigative skills and use of technology," said Stark. "He places considerable effort into developing his personal investigative skills and sharing what he learns with fellow members of the warden service."

Working closely with the family of the late deputy chief warden Harold Hettrick, Krsnich was instrumental in creating the annual "Harold Hettrick Award for Investigative Excellence." ([See story in March 2010 "Digest."](#)) He's also active in career development, mentoring and succession planning for the warden force.

"Tom has been involved proactively in gaining voluntary compliance with and



addressing emerging conservation and public health challenges such as groundwater contamination, VHS (viral hemorrhagic septicemia) and invasive species,” added Stark.

“Tom is a forward thinking person who exemplifies our principles of professionalism, integrity, respect, dedication and excellence.”



## Central office’s Black History Month celebration scheduled for the 24th

By: Delaina Siltman, Bureau of Human Resources

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DNR’s Office of Diversity Affairs invites all to participate in the upcoming Black History Month celebration in the central office on Friday, February 24. Recognizing the achievements and contributions of African-Americans and their central role in our nation’s history, Black History Month is observed in the United States every February.

The central office event will run from 11 a.m. to 1:30 p.m. in Room G09 of the GEF II building. The central office event will be a joint venture with the Department of Children and Families (DCF), and staffs at regional offices can join in via Mediasite. Bookmark the [“Black History Month”](#) Mediasite page for viewing during and after the event. Log onto Mediasite as you log onto your email account, without "accounts\." The [agenda](#) for the event is as follows:

- 11 a.m.: Introductions by **Jeffrey “JR” Sims**, air management specialist in the Bureau of Air Management
- 11:10 a.m.: **Cathy Stepp**, secretary, Department of Natural Resources
- 11:20 a.m.: Eloise Anderson, secretary, Department of Children & Family Services
- 11:30 a.m.: City of Madison Police Chief Noble Wray (Mayor Paul Soglin is unable to attend)
- 12 p.m.: Lunch
- 12:15 p.m.: Toki Middle School Students perform
- 12:30 p.m.: Jackie Hunt, substance abuse counselor, Journey Mental Health Center
- 12:50 p.m.: Toki Middle School Students perform
- 1 p.m.: Kioja Step Team, Madison East High School perform
- 1:15 p.m.: **Meja Maka**, financial assistance specialist, DNR Bureau of Community Financial Assistance
- Presentation of certificates
- Closing/meet and greet

During the course of the day, participants will share and socialize with one another, including a potluck lunch. You’re encouraged to share your favorite foods, works of art, music or literature that reflect the theme of cultural diversity in our communities. You can sign up to bring food on the [Office of Diversity Affairs](#) website.

Members of the central office planning committee are **Rick House, DeLaina Siltman, Julie Atkisson** and DCF’s Toya Pedracine.

If you have questions about the upcoming Black History Month events, or have ideas for celebrating your cultural or ethnic background, email me, [DeLaina Siltman](#) or call me at (608)266-6831.

This Black History Month celebration is a department-sponsored and approved forum, so you may attend without loss of pay. Obtain your supervisor's approval in advance, however. All supervisors are encouraged to approve their employees' requests to attend.

**Footnote:** *Delaina Siltman is an equal opportunity specialist.*



## Great Backyard Bird Count seeks for your help mid February

By: "Parks Shorts" newsletter

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The 15th annual [Great Backyard Bird Count](#) is coming up February 17-20. People of all ages and skill levels are needed to count birds in their yards, neighborhoods or other locations across the United States and Canada.

Your assignment simply will be to tally the number of birds you see for at least 15 minutes on any day of the four-day count, then go to [birdsource.org](#) and enter the highest number of each species you see.

"While this is the depth of winter in most of Canada and only the hardiest birds brave the cold, understanding of trends in distribution and abundance at this time of year is important as well," said George Finney, Ph.D, president of Bird Studies Canada.

"Wisconsin participates in many different breeding season surveys; this one helps us understand trends in winter bird distribution and abundance," said **Andy Paulios**, coordinator of the Wisconsin Bird conservation Initiative. "Wisconsin is at the southern edge of many arctic and boreal species' non-breeding ranges, and at the northern edge of many waterfowl and waterbird wintering ranges. With a changing climate, citizen-science data from this survey can help us track changes in bird populations."

Data from the Great Backyard Bird Count can provide an early signal of changes in bird populations. Past counts showed a drop in reports of American crows after outbreaks of West Nile virus in 2003, a finding consistent with studies showing crow populations declined by 50 percent to 75 percent in some states.

Maps from the count also have captured the paths of migrating [sandhill cranes](#) and recorded the dramatic spread of Eurasian collared-doves. Introduced to the Bahamas in the 1970s, the species was reported in just eight states during the 1999 GBBC. A decade later, it was reported in 39 states, including Wisconsin and Canadian provinces.

For more information, including bird-ID tips, instructions, and past results, visit the [Learning Center](#). The count also includes a photo contest and a prize drawing for participants who enter their bird checklists online.

Coordinated by the Cornell Lab of Ornithology, Audubon, and Bird Studies Canada, the count provides an instant snapshot of bird life across the continent for all to see. Anyone can watch as the tallies come in at [birdcount.org](#). You even can see the results for previous years for your community or one nearby at, the [GBBC "Results"](#) webpage. Organizers hope to receive more than 100,000 checklists during the event, with tallies of more than 600 bird species in all.



## Around the state...DNR employees shine

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**Central office success stories**

- Hydrogeologist **Barb Bickford** in the Bureau of Waste and Materials Management received a thank you note for providing information to a Wisconsin hospital: “Hi Barb, thanks for sharing all this helpful information! I am looking at the ‘Green cleaning/bed bug’ info. I know that the other topics really will (be of) benefit too! Thanks, Patty.” *Patricia Comperini, EVS Supervisor, St. Elizabeth Hospital (Appleton)*
- An email to **Michelle Nault** (Fisheries and Aquatic Sciences Research Section) from **Lisa Burns**, aquatic invasive species specialist for Washburn County, for a talk in Minong: “On behalf of the Northwest Lakes Committee, I'd like to thank you again for coming to speak at the conference this year in Northwood. I think the public got a better perception of the real effects herbicides can have on different ecosystems. I actually overheard a lot of people after the conference talking about it with other people, which was good to see. I know it was a haul for you to come, but we truly appreciate you being able to make it.”
- **Al Shea**, director of DNR's Office of Business Support and Sustainability, received a note from *Sara Walling*, bioenergy policy advisor at the Department of Agriculture, Trade and Consumer Protection: “I have to take this opportunity to mention to you how lucky the DNR is to have such an intelligent, dedicated, and competent employee in **Scott (Hull)** (Wildlife and Forestry Research Section). I have thoroughly enjoyed working with him over the past year plus and have often been extremely impressed by his leadership on the non-forest biomass workgroup. He has been able to make compromises when needed, while remaining firm on issues of importance to the workgroup, bioenergy council or potential users. The document the workgroup has produced (and was unanimously approved by the Bioenergy Council yesterday) would not have come to fruition without his guidance and leadership. Obviously **Julianna Arntzen** (Wildlife and Forestry Research Section) played a significant role in its drafting and her influence is well sprinkled throughout the sustainability guidelines - we couldn't have done this without her! Thank you to your office for providing the resources necessary to make this project happen.”
- An email from *Peggy Tierney, Potaote Lake Association Board*, to **Gina LaLiberte** (Fisheries and Aquatic Sciences Research Section) regarding a blue-green algae problem she responded to: “Thank you so much for all the information. I'll let the association board know what your recommendations are, and how we should handle another large bloom should it appear. We're looking forward to the next phase of our lake study.”
- **Eileen Pierce**, South Central Region air and waste leader in an email message to **John Lyons** (Fisheries and Aquatic Sciences Research Section): “Thank you so much for presenting for the board members on Tuesday. And please extend my thanks to your staff. The extra effort you made was much appreciated by us all. I was very excited to see all the fish -- what an amazing variety!”
- **Gina LaLiberte** (Fisheries and Aquatic Sciences Research Section) received an email kudo from **John Masterson**, water quality biologist at DNR's Plymouth Service Center: “Thank you so much for your help on this. You always do fantastic work and get back to us so quickly. It is comforting to know we have such a great resource to answer our questions and assist with our investigations.”

Thanks again.”

- Secretary **Cathy Stepp** and Division of Land administrator **Kurt Thiede** received a [thank-you letter](#) from Ducks Unlimited CEO Dale Hall for a check that executive assistant “**Gundy**” **Gunderson** delivered to the organization in January.

- “Dear **Gary Eddy** (snowmobile/ATV administrator in the Bureau of Law Enforcement): On behalf of Snowmobiling in Wisconsin I want to thank you for the fine presentation yesterday on Wisconsin Public Radio's Larry Mieller Show. I'm well aware of the need for well articulated and succinct answers when doing live radio. You presented an accurate and diplomatic response to every inquiry. You did the program with a professional quality befitting of your position. Well Done!” *Renn C. Karl, president of the Vilas County Snowmobile Alliance, Presque Isle, WI*

### **Northeast Region success stories**

- A kudo for warden **Ryan Propson**, Appleton: “Ryan Propson gave a program to our Noon hour Philosopher's group on January 18, and it was an outstanding presentation. We learned a lot about the DNR, his job and responsibilities and the 'rules of the road' for those of us who love the outdoors. In our discussions after his presentation, we were amazed at his composure and maturity for one only two years out of college. He answered all of our questions fully and all-in-all was a delightful young man. Thanks for sharing him with us.” *Pat Moriarty*

- “Please pass on to a supervisor if possible. A big thank you *from Woodworth Middle School, Fond du Lac, WI* to warden **Alan Erickson**. The following message was read to our students and sent by email to parents as our student body was concerned for the welfare of the duck: ‘Great News to pass on to you: The duck that was found by a group of students and Mr. Gerl, this morning, was picked up by conversation warden Erickson and is being transported to a rehabilitation center in Neenah. He said the duck was most likely dehydrated due to the quick, deep freeze that probably froze his water source. He has high hopes that the duck will make a full recovery.’”

- To hydrogeologist **Annette Weissbach**, Green Bay: “Thank you for all the work that you've done on this and the advice and council that you've given to Skana. We're up to 102 full-time jobs and growing, it's terrific for Manitowoc and everybody. This is the way business and government work together, not the way they talk about it on TV. *Tom Testwuide, CEO and president of Skana Aluminum, Manitowoc, WI*

### **Northern Region success story**

- “Hi **Cathy (Stepp)** and **Matt (Moroney)**: Nice to receive these [accolades](#) from Gary. I know you're very interested in passing along kudos to staff so I wanted to let you know that our very own **Jillian Steffes**, community service specialist in Rhinelander worked very closely with the Oneida County staff to expedite this reroute. She also worked to have this new trail designated as the official state-funded trail so the county could receive maintenance \$.” *John Gozdziwski, Northern Region director*

“Hey Jillian: Great work! Thanks for making us look good. We cannot say thanks

enough for all you do. Keep up the good work." *Deputy secretary Matt Moroney*

- Warden **Jill Schartner** forwarded the following information and message of thanks following a snowmobile accident: "On Friday afternoon (February 3) while patrolling the Bayfield County Trails, SART (Snowmobile Accident Reduction Team) responded to a call for help from the Bayfield County Sheriff's Department concerning a snowmobile accident which took place just south of Grand View on Trail 15. Grand View Fire and EMS responded as did med-flight. Larry Loch, Bayfield County Recreation Officer investigated the accident assisted by the SART. Following is a letter which warden Schartner received from one of the family members:

"Hi Jill. I would just like to say 'Thank You, Thank You, Thank You' for everything you and everyone else did for us last Friday with the snowmobile accident near Grand View. The quick response from the first responders was amazing, all the way through to the follow-up with making sure the rest of our crew made it home safely.

"Karen is doing well. She was released on Sunday, with no broken bones, a contusion, bruised ribs and lungs, and lots of external bruising, very sore but is doing good and heading back to Illinois on Wednesday.

"To sum it all up, we are all very much impressed with the service and the willingness of help with the entire staff of rescue personnel from the bottom of our hearts we will always be grateful.

"If possible, please forward this on to anyone else that would have been there to help, as their service was much appreciated." *Mike & Carolee Scherbing*

Wardens **Heather Gottschalk, Paul Sickman, Lance Burns, Ed McCann** and warden supervisor **David Oginski** comprised the SART on the trails the day of this accident.

### ***West Central Region success story***

- Big game ecologist **Kevin Wallenfang** thanked West Central Region's public affairs manager **Ed Culhane** for his work on talking points he prepared for the media on bear management and harvest quotas: "Thanks for taking the initiative on this, Ed. This type of support, without having to ask for it, will pay off big for us in the big game program. Much appreciated! *Kevin*

- Wastewater engineer **Eric Donaldson** received the following regarding a meeting: "Just thought I'd tell you that I thought the meeting went well yesterday. Lots of ideas tossed around and everyone is on the same page, I believe. You and **Paul (Laliberte)**, basin supervisor) both did an excellent job. Impressive, respectful, admirable. I don't think employees get to hear that often enough so I thought I'd mention this." *Julie Guden, Foremost Farms USA, Milan Wastewater Treatment Plant*

Laliberte responded to Guden's note: "Spending a little time with permit holders explaining our complicated rules, including phosphorus, is good for relations with the regulated community, even if it means taking a few days longer to process the permit. My thanks to Eric for setting this up and doing a good job at the meeting. I have attended several of these sessions and have not had to dodge a chair yet." *Paul*

- A letter of recognition written to Secretary (**Cathy Stepp**): "It is with pleasure, and a bit belatedly, that I write to express my appreciation for DNR wildlife

biologist, **Dave Matheys**. He provided valuable knowledge and assistance to me regarding our 'new' farm. Actually, my wife was tired of me being under foot so we recently purchased eighty acres in Crawford County for hunting and recreational purposes. In an effort to better understand the flora and fauna, a call to DNR was in order and Dave caught the call.

"On October 28th, Dave met me at the property and we walked over a significant amount of the eighty acres. We discussed invasive species, wildlife habitat and ways to be a good steward of the land. Within two weeks, Dave provided a very useful written report detailing his observations and suggestions. In addition, he provided supplemental materials to help me understand food plots and appropriate plantings for game management.

"Regardless of one's general perspective regarding the efficacy of state employees, the past year has been an intense work environment for all of them. Dave made me again appreciate the skill and knowledge that a dedicated professional brings every day to the job. I look forward to working with him in the future as additional questions arise – as I'm sure they will." *Barry Ottmann*



Water resources management specialist Matt Jacobson spoke with Mead Elementary School students about DNR's work. DNR Photo

- "West Central Region employees recently staffed a successful 'Future Fair' career day at Mead Elementary Charter School in Wisconsin Rapids. We got this nice note of appreciation from the school. **Britt Smith, Cortney Schaefer, Matt Jacobson, Justine Hasz, Jon Scharbarth**. Thank you for your excellent service!" *Scott Humrickhouse, West Central Region director*



## Check out DNR day trip destinations

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### Satisfy your sweet tooth at MacKenzie Center's maple syrup day

*By Ruth Ann Lee, MacKenzie Environmental Education Center*

Enjoy a day trip to the [MacKenzie Environmental Education Center](#) on Saturday, April 7, where you'll learn the history of making maple syrup. Volunteers will follow in the footsteps of those Native Americans and pioneers who long ago satisfied their sweet tooth with the goodness they tapped from the maple tree.



A horse-drawn wagon ride after a pancake breakfast at the MacKenzie Center could just make your day. DNR photo  
WDNR Photo

This traditional spring event will run from 8 a.m. to 2 p.m. Get there early, because volunteers will begin serving a pancake breakfast at 8 a.m. until noon. After getting your fill, enjoy a horse-drawn wagon ride and other fun activities.

Admission, wagon rides and other activities are free, with added costs for the concession stand, breakfast and raffles. The MacKenzie Environmental Education Center is located just two miles east of Poynette on County Road CS & Q. For more information, call (608)635-8105.

**Footnote:** *Ruth Ann Lee is the lead educator at the MacKenzie Center and the education chair of the Wisconsin Wildlife Federation.*

### **Rib Mountain's winter activities garner national media attention**



The Friends of Rib Mountain State Park held a snowshoe hike in mid January. DNR Photo

In late January, the Wausau Area was the featured destination for the Department of Tourism 2012 Winter Media Tour. One of the stops was at Rib Mountain State Park, where staff showcased the winter happenings on the property.



Visitor contacts **Tom Keough** and **Carol Moldenhauer** looked out the window of the new visitors' center. DNR Photo

The local Convention and Visitors Bureau worked with staffs from Tourism and Geiger and Associates to provide tours of the area.

Media outlets represented included several national newspapers, magazines and other media. Among the media on hand were the "Chicago Tribune," "Ski Magazine," "ESPN the Magazine," "The New York Times," "The Wall Street Journal," "Sports Illustrated," "The HuffingtonPost.com," and "WOR News Talk Radio," along with several Midwest publications. Other stops included Granite Peak Ski Area and several county parks.



## Get in on the action on behalf of cancer research and Special Olympics

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### **American Cancer Society seeking participants for research on impacts of lifestyle**

The American Cancer Society's (ACS) Epidemiology Research program is recruiting men and women who want to see an end to cancer. This year you can join the movement to help create a world with less cancer and more birthdays by enrolling in the American Cancer Society's research study called Cancer Prevention Study 3 (CPS-3).

CPS-3 is an extension of CPS-2 that was started in 1992 to better understand how diet and other lifestyle factors affect cancer risk. Because the CPS-2 current study population of 185,000 participants is aging, a new study population must be recruited. Also, the environment and individuals' lifestyles have changed and new studies such as CPS-3 are needed to understand the changes. Finally, CPS-3 will allow ACS to explore new hypotheses related to cancer, using new technologies.

The study is open to anyone who is willing to commit to the study long term, is between the ages of 30 and 65, and has never been diagnosed with cancer (not including basal or squamous cell skin cancer).

You can enroll in CPS-3 at Relay for Life of Stoughton/McFarland/Oregon and Relay for Life of Winnebago in Oshkosh, on Friday, June 15. You can also enroll at Relay for



Life of La Crosse, West Bend and Watertown on Friday, August 3.

The enrollment process involves two steps:

- At the enrollment event, you will be asked to read and sign an informed consent form, complete a written survey, provide some physical measurements, and give a small blood sample. A trained, certified phlebotomist will draw the blood sample.
- Step two takes place at either the enrollment center or at home, where you will complete a more detailed survey on lifestyle, behavior, and other factors related to your health. Every few years, ACS will mail follow-up surveys to update your information. The follow-up survey will take from five to 10 minutes to complete.

ACS expects CPS-3 to be a valuable resource because of its size at 300,000 participants; its diversity with respect to age, ethnicity, geography, and the availability of blood samples; and the detailed questionnaire information collected over time.

CPS3 will help the American Cancer Society:

- better understand the genetic, environmental, and lifestyle factors that cause or prevent cancer; and
- ultimately eliminate cancer as a major health concern.

For more information on CPS-3, visit ACS's ["Explore Research"](#) website. For those wishing to enroll at the Relay for Life Stoughton/McFarland/Oregon event, call DNR's **Maureen Hubeler** at (608)575-6458.

Join the movement for less cancer and more birthdays! Enroll in CPS-3!

**Footnote:** *Maureen Hubeler is a financial assistance specialist in the Bureau of Community Financial Assistance. She donates much of her personal time to the annual Relay for Life Stoughton/McFarland/Oregon event.*

### **Take the plunge in support of Wisconsin's Special Olympics**

You may already have heard that a few of us from the Bureau of Law Enforcement have decided to plunge into the freezing cold water of Lake Monona during Madison's Polar Plunge on February 18. to help raise money for Special Olympics Wisconsin. Our team's name is "The Blue Man Group."

"The mission of Special Olympics Wisconsin (SOWI) is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with cognitive disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in the sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community."

In order to make the event a bit more fun, our team decided to jump in a specific way:

- Raise \$100 and **Corey Robinson** and **Carlos Landeau** (team organizer) will jump.
- Raise \$200 and **Todd Schaller** will jump.
- Raise \$350 and **Jeffrey Voltz** will jump.
- Raise \$500 and **Steve Sisbach** will jump.
- Raise \$1,000 and **Dave Woodbury** and chief **Randy Stark** will jump.

If you'd like to donate so Dave Woodbury and Randy Stark aren't left standing on the shore, click on my webpage ["Be a Below Zero Hero."](#) Any donation is greatly appreciated, and remember, it's for a great cause!

If you'd like to support The Blue Man Group as its members plunge, the event begins

at 9 a.m. at [Olin-Turville Park](#) in Madison. Our team anticipates jumping at about 10:30.

If you'd like to join "The Blue Man Group," go to the [Wisconsin Special Olympics](#) webpage to register.

**Footnote:** *Carlos Landeau is an information technology specialist and member of the department's web redesign team, as well as the organizer of "The Blue Man Group."*



## Links of interest...don't miss them

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- **Title:** "Urban Wetlands: Wisconsin Wetlands Association's 17th Annual Wetland Conference"

**Description:** The Wisconsin Wetlands Association will convene members of the regional wetland community for its 17th annual conference to discuss the latest in wetland science, management, restoration and protection issues around the conference theme, "Urban Wetlands." This 2-day conference will include a keynote address, topical oral sessions, a poster session, working groups, a banquet and wetland field trips. The conference will be held February 22-23 at the Grand Geneva Resort and Convention Center in Lake Geneva.

**Link:** ["Urban Wetlands: Wisconsin Wetlands Association's 17th Annual Wetland Conference"](#)

- **Title:** "First year recap and Q/A with Secretary **Cathy Stepp** and the DLT"

**Description:** If you missed the Town Hall meeting with Secretary Stepp and the Department Leadership Team on January 31, you can view a recording of the session by clicking on this link.

**Link:** ["First year recap and Q/A with Secretary Cathy Stepp and the DLT"](#)

- **Title:** "Just in CAES"

**Description:** The newsletter that shares what's going on in the Division of Customer and Employee Services, this edition continues the conversation about implementing new customer service hours around the state. It also explains the variety of funding sources for DNR, and the training of new customer service representatives.

**Link:** ["Just in CAES"](#)

- **Title:** "First (bear) babies of 2012"

**Description:** If you're curious about what happened to the bear cubs mentioned and pictured in the January 29 "Digest" [kudo letter](#) to Wayne Hall, you'll want to view the video on the Wild Instincts Rehabilitation Center's Facebook page. **Jillian Steffes**, community financial assistance specialist in Rhinelander, recently toured the center, got a peak at the cubs and forwarded this link.

**Link:** ["First \(bear\) babies of 2012"](#)

- **Title:** "Peninsula State Park Winter Slideshow"

**Description:** The Green Bay Press Gazette published online a slideshow depicting the landscape of Peninsula State park in the wintertime. If you have trouble keeping up with the captions, advance the show manually by clicking on the arrow on the right of the screen.

**Link:** ["Peninsula State Park Winter Slideshow"](#)

- **Title:** "Eli Pariser: Beware online "filter bubbles"

**Description:** From the TED Talks, the focus of this particular presentation is about

how the big Internet search engines and social media sites -- Yahoo, Google, Facebook, etc. -- aren't the broad, open information sources many in the public think they are, but instead have become modern day information gatekeepers, creating personalized "filter bubbles" for each of us. Food for thought.

**Link:** ["Eli Pariser: Beware online "filter bubbles"](#)



## Koen seminar on diversity stirs up hallway discussions

By: Delaina Siltman, Bureau of Human Resources

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The hallways of GEF 2 are abuzz as those who attended the Andre Koen seminar "Creating Cultural Competence" carry on a conversation about this remarkable event. If you're one of the approximately 300 people who were able to watch Koen's seminar in person or via Mediasite, you likely know what I'm talking about.

Through an interactive learning session, Koen helped us re-examine what we've been taught and think about people who differ from us.

After attending the seminar one DNR employee had this to say "Andre was a very energetic and vibrant speaker and held the audience's attention very well. I would attend another one of Andre's events, and would definitely recommend his presentation to anyone. I enjoyed the presentation immensely. Andre made you reflect deeply in regards to people interactions and issues." Another commented that "It should be presented live and mandatory for ALL DNR staff."

If you missed the event, you're in luck! The Office of Diversity Affairs is making [Koen's presentation](#) available for viewing for a limited time via Mediasite on the department's Intranet webpage. If you're short on break time, you also can log in from home to watch the presentation using this link:

<http://dnrmedia.wi.gov/main/Viewer/?peid=d8cdbd110ed6449eb0058e298cf65e3f>

Just copy the link into an email and send it to your home computer.

If you attended the Koen seminar, we invite you to fill out a [survey](#) to let us know what you thought of the event. Include your name, and we'll be sure that your training record is updated to reflect your attendance.

Regional viewers who would like a copy of Koen's handout can click on and print ["Cultural Competence, the Journey of You."](#)

**Footnote:** *Delaina Siltman is an equal opportunity specialist.*



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## Change on February 12 for remote access of computer network

By: Richard Doty, Bureau of Technology Services

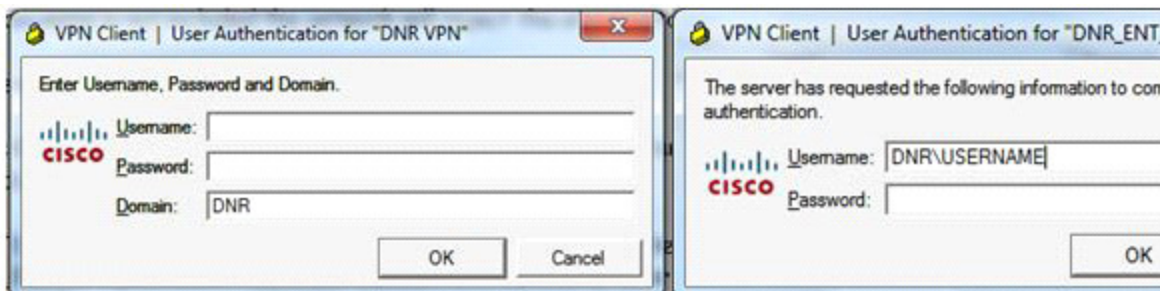
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*Alert for those using VPN or dial-in to the network.*

The state is scheduled to update its VPN (virtual private network) and dial-in remote access technologies this month, which will lead to important changes that those who use these technologies need to know about and that will enable the network to keep up with the technology needed to assure ongoing operations.

**This change will occur at 6 a.m. on Sunday, February 12.**

All who use the older VPN Concentrator (DNR VPN) and the new (DNR\_ENT\_VPN) will need to include the domain name "DNR" (without quotation marks) in their logon once the new change is in place. Either the Domain box needs "DNR" in it or the username field needs "DNR" or their username, not both. See examples below



If the correct domain name isn't included, the network will reject the attempt to logon.

The Department of Administration's Division of Enterprise Technology and DNR's Bureau of Technology Services are recommending that everyone at DNR move to the enterprise VPN (DNR\_ENT\_VPN) instead of the older concentrator technology that Cisco no longer supports. If the concentrator were to fail, there may be nothing we can do.

**Footnote:** *Richard Doty is director of the Bureau of Technology Services.*



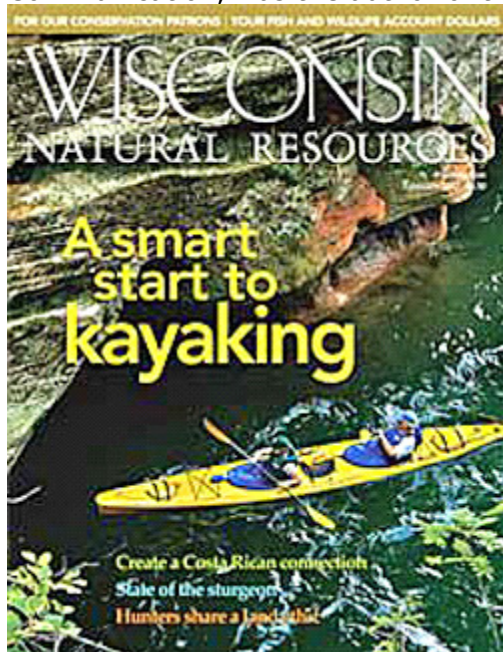
## Get ready for spring with Wisconsin Natural Resources magazine

By: Natasha Kassulke, Office of Communications

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The [February issue](#) of **Wisconsin Natural Resources** magazine teases readers about what's on tap when the snow and ice melt: get out on the water and get ready for bird migrations.

Our cover story, "Kayak Wisconsin," leaves winter in its wake and gets readers ready for paddling season with safety advice and suggestions for what to look for if you're in the market for a new ride. **Joanne Haas**, public affairs manager in the Office of Communication, was the author of this piece.



A kayak skims across the water on the cover of the February Wisconsin Natural Resources magazine. DNR image

"African savannas and Wisconsin state parks" recaps one writer's encounters with children as they make some curious comparisons.

"Our Birds" is a light-hearted story of the author's adventures to find Wisconsin birds wintering in Costa Rica. A companion story, Wisconsin snow birds, follows a tour group on their bird watching adventure, a trip that benefitted habitat protection on Costa Rica's Osa Peninsula. **Karen Ecklund**, magazine circulation editor, wrote this story.

Readers are reminded with "Every drop counts" to check for leaks during Fix a Leak Week, March 12-18. **Shaili Pfeiffer**, staff specialist in the Bureau of Drinking and Groundwater, penned this piece.

"A state for sturgeon" celebrates success in restoring an ancient species to its ancestral waters in Wisconsin. Several factors mesh to make the 21st century one of the most promising for a species whose continued existence depends on humans successfully managing their populations within razor-thin margins. Public affairs

manager **Lisa Gaumnitz**, in the Office of Communication, is the author of this story.

"The face of Wisconsin hunters" continues the discussion of courting a land ethic among hunters. Many hunters learn to appreciate the land from family members and other mentors. "A teen hunter's story" follows a young hunter who bags a buck with his grandpa.

"Creature Comforts" suggests reasons cats sometimes skip the litter box. The author of this story is **Johanna Schroeder**, office associate, in the Bureau of Watershed Management.

"Traveler" delivers a smorgasbord of short junkets to brighten the midwinter doldrums. **Kathy Kahler**, magazine publications editor, is the author of this story.

Remember to consider the magazine as a thoughtful, inexpensive gift that can share what you value about the outdoors with family, friends and professional colleagues. Readers find six colorful issues delivered to their doors all year for less than \$1.50 a copy. Year-round the magazine shares ways and places to enjoy the Wisconsin outdoors for only \$8.97. Subscribe toll-free at 1(800)678-9472, online at [Wisconsin Natural Resources](http://WisconsinNaturalResources) magazine ([www.wnrmaq.com](http://www.wnrmaq.com)), or by mail. Subscription blanks and single issues are available from the magazine's circulation office at P.O. Box 7921, Madison, WI 53707 or from the magazine's office on the second floor of GEF 2. For more information, contact me, **Natasha Kassulke** at (608)261-8446 or circulation editor **Karen Ecklund** at (608)267-7410.

**Footnote:** *Natasha Kassulke is the editor of the magazine.*



## Trout Unlimited honors DNR's Shawn Sullivan and Al Niebur

By: Trish Ossmann, Northeast Region

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Trout Unlimited (TU) recently recognized the tenacity and commitment to the environment of two DNR fisheries employees who had worked on a riverway restoration project in the City of Waupaca.



Shawn Sullivan received the "Resource Professional Award" for his work on the Waupaca Riverview Park Project. Photo courtesy of James Beecher

**Shawn Sullivan**, operations supervisor in the Wild Rose office, received TU's "Resource Professional Award" on Saturday night, February 4, in Rothschild. In 2007, Sullivan began working with several area groups and TU on the Waupaca Riverview

Park Project. This project consisted of three components:

- establish trout habitat structures;
- construct a kiosk showing where the structures are and what they do;
- and, create handicapped access to the best fishing hole in the project area.

Sullivan worked with the groups to overcome several obstacles to this project. He'd also been involved with numerous other habitat projects in central Wisconsin, including work on Chaffee Creek, the Mekan River and Lawrence Creek.

That same evening, TU presented a "Certificate of Appreciation" to **Al Niebur**, fisheries manager for Shawano, Waupaca and Menominee counties.



Al Niebur (right) accepted a "Certificate of Appreciation" from Trout Unlimited for going the extra mile to obtain water management permits. Photo courtesy of James Beecher

Niebur worked closely with the Waupaca Riverview Park Project, calling it one of the most difficult projects he's ever worked on in terms of getting all the necessary approvals. He had to do additional surveying for elevation, channel dimensions, and the impact of stream-narrowing structure placement in order to obtain water management permits. In addition, Niebur aided in the completion of a flood plan analysis and worked with the Bureau of Endangered Resources when those working on the project found Blandings and wood turtles within the project area.

**Footnote:** *Trish Ossmann is the public affairs manager for the Northeast Region.*



## Web redesign rolling along rolling out new topic pages

By: JD Smith, Office of Communication

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The web redesign project focuses on topics rather than DNR programs. In addition, the pages are being simplified to be much more customer friendly. Your DNR Web Redesign Team invites you to go to [DNR's homepage](#) and search for the new webpages the team recently rolled out. Search and enjoy, but also begin using keywords in your communications so everyone becomes familiar with them.

Following are recently rolled-out topics and the keywords that will focus your search to promptly take you to the webpage. On topic landing pages, you'll find buttons for completing specific tasks associated with that topic. Click on the option you'd like, and you'll be routed to a content page for more details.

- ATV riding: Search **ATV**

- County Forest: Search county **forest**
- Electronics recycling: Search **ecycle** or **e-cycle**
- Forest Business: Search **forest products**
- Forest Fire Protection: Search **forest fire**
- Lakes: Search **lake** or **lakes**
- Recycling and Composting: Search **recycle** or **compost**
- Snowmobile: Search **snowmobile**
- Trapping: Search **trap**
- Urban forest: Search **urban forest**
- Green Tier: Search **green tier**
- Boating: Search **boat**
- Open the Outdoors: Search **disability**
- Beaches: Search **beaches**
- Wetlands: Search **wetland** or **wetlands**
- Hunting: Search **hunt**
- Deer hunting: Search **deer**
- Bear hunting: Search **bear**
- Waterfowl hunting: Search **waterfowl**
- Turkey hunting: Search **turkey**
- Small game hunting: Search **small game**
- Employment: Search **employment**
- Forest Health: Search **forest health**
- Landfills: Search **landfill** or **landfills**
- Rivers and Streams: Search **rivers** or rivers and **streams**
- Spills: Search **spill** or **spills**
- Watersheds and Basins: Search **watershed** or **basin**

You might ask yourself how people trying to access information on the department's website know which keyword to use. Currently, there's a page containing a list of ["73 Published Keywords"](#) on the "MyDNR" Intranet page. Eventually, there will be a similar resource for the public, so they can focus their searches.

**Footnote:** *JD Smith is the project manager for the department's Web redesign.*



## Bart Sponseller and Sanjay Olson named to management positions

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### Sponseller takes reins of Air Management Bureau

Division of Air and Waste Management director **Pat Stevens** recently announced appointment of **Bart Sponseller** as the state's Air Management Bureau director. Sponseller, of Madison, previously held the position of chief of the Monitoring Section, in the same bureau.

The Air Management program is responsible for implementing federal and state air pollution laws and developing plans for achieving nationally-set standards. The bureau issues air emissions permits, assures compliance, develops policy and monitors the state's air quality.





Bart Sponseller is the new director of the Bureau of Air Management. DNR Photo

"We are absolutely thrilled to have Bart heading the Air Management Bureau," said Stevens. "Bart brings great leadership and strategic vision for the air program and the Division for Air and Waste Management. I am looking forward to working with him as part of our division team."

Sponseller has worked in the department since 2004, beginning as a contract employee for the Lake Michigan Air Directors' Consortium, working on policy and science issues for DNR. Since 2008, he's been the leader of the state's air monitoring program and is co-investigator on a science team for NASA that is researching the integration of data from satellites for use by policymakers and analysts.

In 1999, Sponseller earned a master's degree in air resources management from the Gaylord Nelson Institute for Environmental Studies at the University of Wisconsin-Madison. He also holds a bachelor's of environmental sciences, having graduated with honors from the University of Delaware, where he also majored in German.

Last year, Sponseller was the co-organizer of the American Council on Germany (ACG) Conference at UW-Madison that focused on the reinvention of the industrial heartland and its auto industry, as well as development of sustainable supply chains. The ACG also selected him as one of 15 experts to participate in a December 2011 study event in Germany on public policies and research relating to energy, the environment and economic development.

"I believe that an open and collaborative approach, both internally and with stakeholders, is the best approach to achieving superior environmental results, while continuing to grow Wisconsin's economy," Sponseller said.

In addition to his DNR experience, Sponseller was the air toxics program coordinator for the State of Vermont, an environmental consultant in Germany, a factory line worker in a German auto plant, and vegetable farm worker in the United States.

Bart bikes, hunts and spends time with his wife and two children.

#### **Olson steps into division deputy administrator role**

Division of Land administrator **Kurt Thiede** announced in June 2011 that **Sanjay Olson**, formerly with the Bureau of Facilities and Lands, had accepted the position as his deputy division administrator.



Sanjay Olson serves as deputy administrator of the Division of Land. DNR Photo

Olson has worked for the DNR for 17 years, spending the nine years prior to his current position as chief of the Engineering and Construction Management Section. Initially, he served as a natural resources design engineer during his first eight years. Before joining state government, Sanjay worked for a consulting firm, specializing in landfill design, municipal engineering and surveying.

Olson holds a Bachelor of Science degree in Civil and Environmental Engineering from the University of Wisconsin-Madison. He shared the following regarding the challenges facing his division:

"I very much look forward to the exciting and challenging times to come for the Land Division, the agency and the state as a whole. It will be a great pleasure to continue to work along side the wonderful staff and management teams in the division, as well as collaboratively protect our valued resources, while still maintaining and improving access and recreational opportunities."

Olson is a native of Madison and currently resides in Fitchburg with his wife Sarah. His daughter Briana is in her second year of law school in Boston. He spends much of his free time outdoors hiking, camping, biking, playing sports, remodeling his home and landscaping his yard.



## Warden Tom Krsnich will take home this year's Shikar-Safari award

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**Tom Krsnich**, warden supervisor stationed in Green Bay, recently received the news that he'll take home the 2012 Shikar-Safari Club International Officer of the Year award at the June meeting of the Natural Resources Board.

Krsnich has been a conservation warden in Wisconsin for 32 years, and a warden supervisor for the past 11 years.



Tom Krsnich received this year's Shikar-Safari Club International Officer of the Year award.

"Tom is extremely dedicated to the protection of Wisconsin's fish and wildlife, and their habitats; and the air, land and water resources that make Wisconsin a special place known for its recreation, industry natural resource-based economy, and quality of life," said chief warden **Randy Stark**.

Stark commented on Krsnich's dedication to protecting Wisconsin citizens and visitors, for which he received a life saving award this year from his peers and Governor Scott Walker for his aid to a troubled person threatening to take their own life.

As a lifelong learner and a skilled teacher, Krsnich specializes in conducting complex investigations. Stark also referred to him as a leader in advancing the use of technology and the development of computer forensics skills.

"Tom has achieved successful outcomes in a number of large scale investigations through the skilled application of teamwork, investigative skills and use of technology," said Stark. "He places considerable effort into developing his personal investigative skills and sharing what he learns with fellow members of the warden service."

Working closely with the family of the late deputy chief warden Harold Hettrick, Krsnich was instrumental in creating the annual "Harold Hettrick Award for Investigative Excellence." ([See story in March 2010 "Digest."](#)) He's also active in career development, mentoring and succession planning for the warden force.

"Tom has been involved proactively in gaining voluntary compliance with and addressing emerging conservation and public health challenges such as groundwater contamination, VHS (viral hemorrhagic septicemia) and invasive species," added Stark.

"Tom is a forward thinking person who exemplifies our principles of professionalism, integrity, respect, dedication and excellence."



## Central office's Black History Month celebration scheduled for the 24th

By: Delaina Siltman, Bureau of Human Resources

DNR's Office of Diversity Affairs invites all to participate in the upcoming Black History Month celebration in the central office on Friday, February 24. Recognizing the achievements and contributions of African-Americans and their central role in our nation's history, Black History Month is observed in the United States every February.

The central office event will run from 11 a.m. to 1:30 p.m. in Room G09 of the GEF II building. The central office event will be a joint venture with the Department of Children and Families (DCF), and staffs at regional offices can join in via Mediasite. Bookmark the "[Black History Month](#)" Mediasite page for viewing during and after the event. Log onto Mediasite as you log onto your email account, without "accounts\". The [agenda](#) for the event is as follows:

- 11 a.m.: Introductions by **Jeffrey "JR" Sims**, air management specialist in the Bureau of Air Management
- 11:10 a.m.: **Cathy Stepp**, secretary, Department of Natural Resources
- 11:20 a.m.: Eloise Anderson, secretary, Department of Children & Family Services
- 11:30 a.m.: City of Madison Police Chief Noble Wray (Mayor Paul Soglin is unable to attend)
- 12 p.m.: Lunch
- 12:15 p.m.: Toki Middle School Students perform
- 12:30 p.m.: Jackie Hunt, substance abuse counselor, Journey Mental Health Center
- 12:50 p.m.: Toki Middle School Students perform
- 1 p.m.: Kioja Step Team, Madison East High School perform
- 1:15 p.m.: **Meja Maka**, financial assistance specialist, DNR Bureau of Community Financial Assistance
- Presentation of certificates
- Closing/meet and greet

During the course of the day, participants will share and socialize with one another, including a potluck lunch. You're encouraged to share your favorite foods, works of art, music or literature that reflect the theme of cultural diversity in our communities. You can sign up to bring food on the [Office of Diversity Affairs](#) website.

Members of the central office planning committee are **Rick House**, **DeLaina Siltman**, **Julie Atkisson** and DCF's Toya Pedracine.

If you have questions about the upcoming Black History Month events, or have ideas for celebrating your cultural or ethnic background, email me, [DeLaina Siltman](#) or call me at (608)266-6831.

This Black History Month celebration is a department-sponsored and approved forum, so you may attend without loss of pay. Obtain your supervisor's approval in advance, however. All supervisors are encouraged to approve their employees' requests to attend.

**Footnote:** *Delaina Siltman is an equal opportunity specialist.*



## Great Backyard Bird Count seeks for your help mid February

By: "Parks Shorts" newsletter

The 15th annual [Great Backyard Bird Count](#) is coming up February 17-20. People of all ages and skill levels are needed to count birds in their yards, neighborhoods or other locations across the United States and Canada.

Your assignment simply will be to tally the number of birds you see for at least 15 minutes on any day of the four-day count, then go to [birdsourc.org](#) and enter the highest number of each species you see.

"While this is the depth of winter in most of Canada and only the hardiest birds brave the cold, understanding of trends in distribution and abundance at this time of year is important as well," said George Finney, Ph.D, president of Bird Studies Canada.

"Wisconsin participates in many different breeding season surveys; this one helps us understand trends in winter bird distribution and abundance," said **Andy Paulios**, coordinator of the Wisconsin Bird conservation Initiative. "Wisconsin is at the southern edge of many arctic and boreal species' non-breeding ranges, and at the northern edge of many waterfowl and waterbird wintering ranges. With a changing climate, citizen-science data from this survey can help us track changes in bird populations."

Data from the Great Backyard Bird Count can provide an early signal of changes in bird populations. Past counts showed a drop in reports of American crows after outbreaks of West Nile virus in 2003, a finding consistent with studies showing crow populations declined by 50 percent to 75 percent in some states.

Maps from the count also have captured the paths of migrating [sandhill cranes](#) and recorded the dramatic spread of Eurasian collared-doves. Introduced to the Bahamas in the 1970s, the species was reported in just eight states during the 1999 GBBC. A decade later, it was reported in 39 states, including Wisconsin and Canadian provinces.

For more information, including bird-ID tips, instructions, and past results, visit the [Learning Center](#). The count also includes a photo contest and a prize drawing for participants who enter their bird checklists online.

Coordinated by the Cornell Lab of Ornithology, Audubon, and Bird Studies Canada, the count provides an instant snapshot of bird life across the continent for all to see. Anyone can watch as the tallies come in at [birdcount.org](#). You even can see the results for previous years for your community or one nearby at, the [GBBC "Results"](#) webpage. Organizers hope to receive more than 100,000 checklists during the event, with tallies of more than 600 bird species in all.



## Around the state...DNR employees shine

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### Central office success stories

- Hydrogeologist **Barb Bickford** in the Bureau of Waste and Materials Management received a thank you note for providing information to a Wisconsin hospital: "Hi Barb, thanks for sharing all this helpful information! I am looking at the 'Green cleaning/bed bug' info. I know that the other topics really will (be of) benefit too! Thanks, Patty." *Patricia Comperini, EVS Supervisor, St. Elizabeth Hospital (Appleton)*
- An email to **Michelle Nault** (Fisheries and Aquatic Sciences Research Section) from **Lisa Burns**, aquatic invasive species specialist for Washburn County, for a talk in Minong: "On behalf of the Northwest Lakes Committee, I'd like to thank you again for coming to speak at the conference this year in Northwood. I think the

public got a better perception of the real effects herbicides can have on different ecosystems. I actually overheard a lot of people after the conference talking about it with other people, which was good to see. I know it was a haul for you to come, but we truly appreciate you being able to make it.”

- **Al Shea**, director of DNR's Office of Business Support and Sustainability, received a note *from Sara Walling*, bioenergy policy advisor at the Department of Agriculture, Trade and Consumer Protection: “I have to take this opportunity to mention to you how lucky the DNR is to have such an intelligent, dedicated, and competent employee in **Scott (Hull)** (Wildlife and Forestry Research Section). I have thoroughly enjoyed working with him over the past year plus and have often been extremely impressed by his leadership on the non-forest biomass workgroup. He has been able to make compromises when needed, while remaining firm on issues of importance to the workgroup, bioenergy council or potential users. The document the workgroup has produced (and was unanimously approved by the Bioenergy Council yesterday) would not have come to fruition without his guidance and leadership. Obviously **Julianna Arntzen** (Wildlife and Forestry Research Section) played a significant role in its drafting and her influence is well sprinkled throughout the sustainability guidelines - we couldn't have done this without her! Thank you to your office for providing the resources necessary to make this project happen.”

- An email *from Peggy Tierney, Potaote Lake Association Board*, to **Gina LaLiberte** (Fisheries and Aquatic Sciences Research Section) regarding a blue-green algae problem she responded to: “Thank you so much for all the information. I'll let the association board know what your recommendations are, and how we should handle another large bloom should it appear. We're looking forward to the next phase of our lake study.”

- **Eileen Pierce**, South Central Region air and waste leader in an email message to **John Lyons** (Fisheries and Aquatic Sciences Research Section): “Thank you so much for presenting for the board members on Tuesday. And please extend my thanks to your staff. The extra effort you made was much appreciated by us all. I was very excited to see all the fish -- what an amazing variety!”

- **Gina LaLiberte** (Fisheries and Aquatic Sciences Research Section) received an email kudo *from John Masterson*, water quality biologist at DNR's Plymouth Service Center: “Thank you so much for your help on this. You always do fantastic work and get back to us so quickly. It is comforting to know we have such a great resource to answer our questions and assist with our investigations. Thanks again.”

- Secretary **Cathy Stepp** and Division of Land administrator **Kurt Thiede** received a [thank-you letter](#) from Ducks Unlimited CEO Dale Hall for a check that executive assistant “**Gundy**” **Gunderson** delivered to the organization in January.

- “Dear **Gary Eddy** (snowmobile/ATV administrator in the Bureau of Law Enforcement): On behalf of Snowmobiling in Wisconsin I want to thank you for the fine presentation yesterday on Wisconsin Public Radio's Larry Mieller Show. I'm well aware of the need for well articulated and succinct answers when doing live radio. You presented an accurate and diplomatic response to every inquiry. You

did the program with a professional quality befitting of your position. Well Done!"  
*Renn C. Karl, president of the Vilas County Snowmobile Alliance, Presque Isle, WI*

### **Northeast Region success stories**

- A kudo for warden **Ryan Propson**, Appleton: "Ryan Propson gave a program to our Noon hour Philosopher's group on January 18, and it was an outstanding presentation. We learned a lot about the DNR, his job and responsibilities and the 'rules of the road' for those of us who love the outdoors. In our discussions after his presentation, we were amazed at his composure and maturity for one only two years out of college. He answered all of our questions fully and all-in-all was a delightful young man. Thanks for sharing him with us." *Pat Moriarty*
- "Please pass on to a supervisor if possible. A big thank you *from Woodworth Middle School, Fond du Lac, WI* to warden **Alan Erickson**. The following message was read to our students and sent by email to parents as our student body was concerned for the welfare of the duck: 'Great News to pass on to you: The duck that was found by a group of students and Mr. Gerl, this morning, was picked up by conversation warden Erickson and is being transported to a rehabilitation center in Neenah. He said the duck was most likely dehydrated due to the quick, deep freeze that probably froze his water source. He has high hopes that the duck will make a full recovery.'"
- To hydrogeologist **Annette Weissbach**, Green Bay: "Thank you for all the work that you've done on this and the advice and council that you've given to Skana. We're up to 102 full-time jobs and growing, it's terrific for Manitowoc and everybody. This is the way business and government work together, not the way they talk about it on TV. *Tom Testwuide, CEO and president of Skana Aluminum, Manitowoc, WI*

### **Northern Region success story**

- "Hi **Cathy (Stepp)** and **Matt (Moroney)**: Nice to receive these [accolades](#) *from Gary*. I know you're very interested in passing along kudos to staff so I wanted to let you know that our very own **Jillian Steffes**, community service specialist in Rhinelander worked very closely with the Oneida County staff to expedite this reroute. She also worked to have this new trail designated as the official state-funded trail so the county could receive maintenance \$." *John Gozdzialski, Northern Region director*

"Hey Jillian: Great work! Thanks for making us look good. We cannot say thanks enough for all you do. Keep up the good work." *Deputy secretary Matt Moroney*

- Warden **Jill Schartner** forwarded the following information and message of thanks following a snowmobile accident: "On Friday afternoon (February 3) while patrolling the Bayfield County Trails, SART (Snowmobile Accident Reduction Team) responded to a call for help from the Bayfield County Sheriff's Department concerning a snowmobile accident which took place just south of Grand View on Trail 15. Grand View Fire and EMS responded as did med-flight. Larry Loch, Bayfield County Recreation Officer investigated the accident assisted by the SART. Following is a letter which warden Schartner received from one of the

family members:

"Hi Jill. I would just like to say 'Thank You, Thank You, Thank You' for everything you and everyone else did for us last Friday with the snowmobile accident near Grand View. The quick response from the first responders was amazing, all the way through to the follow-up with making sure the rest of our crew made it home safely.

"Karen is doing well. She was released on Sunday, with no broken bones, a contusion, bruised ribs and lungs, and lots of external bruising, very sore but is doing good and heading back to Illinois on Wednesday.

"To sum it all up, we are all very much impressed with the service and the willingness of help with the entire staff of rescue personnel from the bottom of our hearts we will always be grateful.

"If possible, please forward this on to anyone else that would have been there to help, as their service was much appreciated." *Mike & Carolee Scherbing*

Wardens **Heather Gottschalk, Paul Sickman, Lance Burns, Ed McCann** and warden supervisor **David Oginski** comprised the SART on the trails the day of this accident.

### ***West Central Region success story***

- Big game ecologist **Kevin Wallenfang** thanked West Central Region's public affairs manager **Ed Culhane** for his work on talking points he prepared for the media on bear management and harvest quotas: "Thanks for taking the initiative on this, Ed. This type of support, without having to ask for it, will pay off big for us in the big game program. Much appreciated! *Kevin*

- Wastewater engineer **Eric Donaldson** received the following regarding a meeting: "Just thought I'd tell you that I thought the meeting went well yesterday. Lots of ideas tossed around and everyone is on the same page, I believe. You and **Paul (Laliberte, basin supervisor)** both did an excellent job. Impressive, respectful, admirable. I don't think employees get to hear that often enough so I thought I'd mention this." *Julie Guden, Foremost Farms USA, Milan Wastewater Treatment Plant*

Laliberte responded to Guden's note: "Spending a little time with permit holders explaining our complicated rules, including phosphorus, is good for relations with the regulated community, even if it means taking a few days longer to process the permit. My thanks to Eric for setting this up and doing a good job at the meeting. I have attended several of these sessions and have not had to dodge a chair yet." *Paul*

- A letter of recognition written to Secretary (**Cathy Stepp**): "It is with pleasure, and a bit belatedly, that I write to express my appreciation for DNR wildlife biologist, **Dave Matheys**. He provided valuable knowledge and assistance to me regarding our 'new' farm. Actually, my wife was tired of me being under foot so we recently purchased eighty acres in Crawford County for hunting and recreational purposes. In an effort to better understand the flora and fauna, a call to DNR was in order and Dave caught the call.

"On October 28th, Dave met me at the property and we walked over a significant amount of the eighty acres. We discussed invasive species, wildlife habitat and ways to be a good steward of the land. Within two weeks, Dave provided a very useful written report detailing his observations and suggestions. In addition, he provided supplemental materials to help me understand food plots and appropriate plantings



for game management.

"Regardless of one's general perspective regarding the efficacy of state employees, the past year has been an intense work environment for all of them. Dave made me again appreciate the skill and knowledge that a dedicated professional brings every day to the job. I look forward to working with him in the future as additional questions arise – as I'm sure they will." *Barry Ottmann*



Water resources management specialist Matt Jacobson spoke with Mead Elementary School students about DNR's work. DNR Photo

- "West Central Region employees recently staffed a successful 'Future Fair' career day at Mead Elementary Charter School in Wisconsin Rapids. We got this nice note of appreciation from the school. **Britt Smith, Cortney Schaefer, Matt Jacobson, Justine Hasz, Jon Scharbarth.** Thank you for your excellent service!" *Scott Humrickhouse, West Central Region director*



## Check out DNR day trip destinations

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### Satisfy your sweet tooth at MacKenzie Center's maple syrup day

*By Ruth Ann Lee, MacKenzie Environmental Education Center*

Enjoy a day trip to the [MacKenzie Environmental Education Center](#) on Saturday, April 7, where you'll learn the history of making maple syrup. Volunteers will follow in the footsteps of those Native Americans and pioneers who long ago satisfied their sweet tooth with the goodness they tapped from the maple tree.



A horse-drawn wagon ride after a pancake breakfast at the MacKenzie Center could just make your day. DNR photo  
WDNR Photo

This traditional spring event will run from 8 a.m. to 2 p.m. Get there early, because volunteers will begin serving a pancake breakfast at 8 a.m. until noon. After getting your fill, enjoy a horse-drawn wagon ride and other fun activities.

Admission, wagon rides and other activities are free, with added costs for the concession stand, breakfast and raffles. The MacKenzie Environmental Education Center is located just two miles east of Poynette on County Road CS & Q. For more information, call (608)635-8105.

**Footnote:** *Ruth Ann Lee is the lead educator at the MacKenzie Center and the education chair of the Wisconsin Wildlife Federation.*

### **Rib Mountain's winter activities garner national media attention**



The Friends of Rib Mountain State Park held a snowshoe hike in mid January. DNR Photo

In late January, the Wausau Area was the featured destination for the Department of Tourism 2012 Winter Media Tour. One of the stops was at Rib Mountain State Park, where staff showcased the winter happenings on the property.



Visitor contacts **Tom Keough** and **Carol Moldenhauer** looked out the window of the new visitors' center. DNR Photo

The local Convention and Visitors Bureau worked with staffs from Tourism and Geiger and Associates to provide tours of the area.

Media outlets represented included several national newspapers, magazines and other media. Among the media on hand were the "Chicago Tribune," "Ski Magazine," "ESPN the Magazine," "The New York Times," "The Wall Street Journal," "Sports

Illustrated," "The HuffingtonPost.com," and "WOR News Talk Radio," along with several Midwest publications. Other stops included Granite Peak Ski Area and several county parks.



## Get in on the action on behalf of cancer research and Special Olympics

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### **American Cancer Society seeking participants for research on impacts of lifestyle**

The American Cancer Society's (ACS) Epidemiology Research program is recruiting men and women who want to see an end to cancer. This year you can join the movement to help create a world with less cancer and more birthdays by enrolling in the American Cancer Society's research study called Cancer Prevention Study 3 (CPS-3).

CPS-3 is an extension of CPS-2 that was started in 1992 to better understand how diet and other lifestyle factors affect cancer risk. Because the CPS-2 current study population of 185,000 participants is aging, a new study population must be recruited. Also, the environment and individuals' lifestyles have changed and new studies such as CPS-3 are needed to understand the changes. Finally, CPS-3 will allow ACS to explore new hypotheses related to cancer, using new technologies.

The study is open to anyone who is willing to commit to the study long term, is between the ages of 30 and 65, and has never been diagnosed with cancer (not including basal or squamous cell skin cancer).

You can enroll in CPS-3 at Relay for Life of Stoughton/McFarland/Oregon and Relay for Life of Winnebago in Oshkosh, on Friday, June 15. You can also enroll at Relay for Life of La Crosse, West Bend and Watertown on Friday, August 3.

The enrollment process involves two steps:

- At the enrollment event, you will be asked to read and sign an informed consent form, complete a written survey, provide some physical measurements, and give a small blood sample. A trained, certified phlebotomist will draw the blood sample.
- Step two takes place at either the enrollment center or at home, where you will complete a more detailed survey on lifestyle, behavior, and other factors related to your health. Every few years, ACS will mail follow-up surveys to update your information. The follow-up survey will take from five to 10 minutes to complete.

ACS expects CPS-3 to be a valuable resource because of its size at 300,000 participants; its diversity with respect to age, ethnicity, geography, and the availability of blood samples; and the detailed questionnaire information collected over time.

CPS3 will help the American Cancer Society:

- better understand the genetic, environmental, and lifestyle factors that cause or prevent cancer; and
- ultimately eliminate cancer as a major health concern.

For more information on CPS-3, visit ACS's ["Explore Research"](#) website. For those

wishing to enroll at the Relay for Life Stoughton/McFarland/Oregon event, call DNR's **Maureen Hubeler** at (608)575-6458.

Join the movement for less cancer and more birthdays! Enroll in CPS-3!

**Footnote:** *Maureen Hubeler is a financial assistance specialist in the Bureau of Community Financial Assistance. She donates much of her personal time to the annual Relay for Life Stoughton/McFarland/Oregon event.*

### **Take the plunge in support of Wisconsin's Special Olympics**

You may already have heard that a few of us from the Bureau of Law Enforcement have decided to plunge into the freezing cold water of Lake Monona during Madison's Polar Plunge on February 18. to help raise money for Special Olympics Wisconsin. Our team's name is "The Blue Man Group."

"The mission of Special Olympics Wisconsin (SOWI) is to provide year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with cognitive disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in the sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community."

In order to make the event a bit more fun, our team decided to jump in a specific way:

- Raise \$100 and **Corey Robinson** and **Carlos Landeau** (team organizer) will jump.
- Raise \$200 and **Todd Schaller** will jump.
- Raise \$350 and **Jeffrey Voltz** will jump.
- Raise \$500 and **Steve Sisbach** will jump.
- Raise \$1,000 and **Dave Woodbury** and chief **Randy Stark** will jump.

If you'd like to donate so Dave Woodbury and Randy Stark aren't left standing on the shore, click on my webpage "[Be a Below Zero Hero.](#)" Any donation is greatly appreciated, and remember, it's for a great cause!

If you'd like to support The Blue Man Group as its members plunge, the event begins at 9 a.m. at [Olin-Turville Park](#) in Madison. Our team anticipates jumping at about 10:30.

If you'd like to join "The Blue Man Group," go to the [Wisconsin Special Olympics](#) webpage to register.

**Footnote:** *Carlos Landeau is an information technology specialist and member of the department's web redesign team, as well as the organizer of "The Blue Man Group."*



### **Links of interest...don't miss them**

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- **Title:** "Urban Wetlands: Wisconsin Wetlands Association's 17th Annual Wetland Conference"

**Description:** The Wisconsin Wetlands Association will convene members of the regional wetland community for its 17th annual conference to discuss the latest in wetland science, management, restoration and protection issues around the conference theme, "Urban Wetlands." This 2-day conference will include a keynote address, topical oral sessions, a poster session, working groups, a banquet and wetland field trips. The conference will be held February 22-23 at the Grand Geneva Resort and Convention Center in Lake Geneva.

**Link:** ["Urban Wetlands: Wisconsin Wetlands Association's 17th Annual Wetland](#)

## [Conference](#)

- **Title:** "First year recap and Q/A with Secretary **Cathy Stepp** and the DLT"

**Description:** If you missed the Town Hall meeting with Secretary Stepp and the Department Leadership Team on January 31, you can view a recording of the session by clicking on this link.

**Link:** ["First year recap and Q/A with Secretary Cathy Stepp and the DLT"](#)

- **Title:** "Just in CAES"

**Description:** The newsletter that shares what's going on in the Division of Customer and Employee Services, this edition continues the conversation about implementing new customer service hours around the state. It also explains the variety of funding sources for DNR, and the training of new customer service representatives.

**Link:** ["Just in CAES"](#)

- **Title:** "First (bear) babies of 2012"

**Description:** If you're curious about what happened to the bear cubs mentioned and pictured in the January 29 "Digest" [kudo letter](#) to Wayne Hall, you'll want to view the video on the Wild Instincts Rehabilitation Center's Facebook page. **Jillian Steffes**, community financial assistance specialist in Rhinelander, recently toured the center, got a peak at the cubs and forwarded this link.

**Link:** ["First \(bear\) babies of 2012"](#)

- **Title:** "Peninsula State Park Winter Slideshow"

**Description:** The Green Bay Press Gazette published online a slideshow depicting the landscape of Peninsula State park in the wintertime. If you have trouble keeping up with the captions, advance the show manually by clicking on the arrow on the right of the screen.

**Link:** ["Peninsula State Park Winter Slideshow"](#)

- **Title:** "Eli Pariser: Beware online "filter bubbles"

**Description:** From the TED Talks, the focus of this particular presentation is about how the big Internet search engines and social media sites -- Yahoo, Google, Facebook, etc. -- aren't the broad, open information sources many in the public think they are, but instead have become modern day information gatekeepers, creating personalized "filter bubbles" for each of us. Food for thought.

**Link:** ["Eli Pariser: Beware online "filter bubbles"](#)



## **Koen seminar on diversity stirs up hallway discussions**

By: Delaina Siltman, Bureau of Human Resources

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The hallways of GEF 2 are abuzz as those who attended the Andre Koen seminar "Creating Cultural Competence" carry on a conversation about this remarkable event. If you're one of the approximately 300 people who were able to watch Koen's seminar in person or via Mediasite, you likely know what I'm talking about.

Through an interactive learning session, Koen helped us re-examine what we've been taught and think about people who differ from us.

After attending the seminar one DNR employee had this to say "Andre was a very energetic and vibrant speaker and held the audience's attention very well. I would attend another one of Andre's events, and would definitely recommend his

presentation to anyone. I enjoyed the presentation immensely. Andre made you reflect deeply in regards to people interactions and issues." Another commented that "It should be presented live and mandatory for ALL DNR staff."

If you missed the event, you're in luck! The Office of Diversity Affairs is making [Koen's presentation](#) available for viewing for a limited time via Mediasite on the department's Intranet webpage. If you're short on break time, you also can log in from home to watch the presentation using this link:

<http://dnrmedia.wi.gov/main/Viewer/?peid=d8cdbc110ed6449eb0058e298cf65e3f>

Just copy the link into an email and send it to your home computer.

If you attended the Koen seminar, we invite you to fill out a [survey](#) to let us know what you thought of the event. Include your name, and we'll be sure that your training record is updated to reflect your attendance.

Regional viewers who would like a copy of Koen's handout can click on and print "[Cultural Competence, the Journey of You.](#)"

**Footnote:** *Delaina Siltman is an equal opportunity specialist.*



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