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Spread the word: DNR ramps up social media for nine-day deer season

By: Jenny Pelej, Office of Communication

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DNR is ramping up social media to connect with the public on the excitement and traditions of the state's nine-day gun deer season. We invite seasoned hunters, new hunters, and those interested in learning more about hunting in Wisconsin to take part in online chats, a new wildlife-focused blog, Facebook and a "tweet-along" with DNR conservation wardens. Our aim is to help the public prepare for the hunt, share traditions, ask experts questions and share stories of deer season 2012.

"Ask the Experts" series of live online chats

DNR is hosting a series of daily online deer hunt chats starting November 13 and throughout the week leading to the deer gun opener. Experts will answer questions and provide tips on topic areas ranging from regulations and safety, to how women can get involved in the hunt.

To participate, visit DNR's [home page](http://dnr.wi.gov), dnr.wi.gov and look for the advertisement or search for the phrase "[Ask the experts.](#)"

Here is the schedule for the series of chats. To view past chats, go to the [DNR website](#) and

type in keyword "ask the experts."



Keith Warnke, hunting and shooting sports coordinator in the Bureau of Law Enforcement, watched a student handle a replica of the gun he might be using during this year's hunt. Warnke taught a class of new hunters at Madison Area Technical College. DNR Photo

- November 13, 11:30 a.m. , "Women In Hunting," Christine Thomas, Dean of the College of Natural Resources at UW-Stevens Point and founder of "Becoming an Outdoors-Woman," and **Keith Warnke**, DNR hunting and shooting sports coordinator, discussed the important role of women in hunting and how women can get involved.
- November 14, 11:30 a.m., "Get ready for the hunt," **Kevin Wallenfang**, big game ecologist; **Scott Loomans**, wildlife regulations specialist; and **Tom Van Haren**, conservation warden, helped prepare pre-season with discussion of regulation changes, deer season forecast, and safety.
- November 15, 11:30 a.m., "Need a place to hunt?" Representatives from DNR's Managed Forest Law, Voluntary Public Access and Public Lands programs chatted about the thousands-upon-thousands of private and public acres of prime habitat open for public hunting.
- November 16, 11:30 a.m., "Safe and legal, the keys to a successful hunt," Join Conservation Wardens Tom Van Haren and **Todd Schaller**, along with Wildlife Regulations Specialist Scott Loomans, to ask last-minute safety and deer regulations questions before heading to the field.

First-time broadcast features wildlife staffers talking tradition and culture



Brian Otten from WisconsinOutdoorFun.com interviewed (left to right) Kevin Wallenfang, DNR big game ecologist; Jeff Pritzl, DNR wildlife biologist and supervisor; and Carry Zylka,

hunter and blogger. DNR Photo

Big Game Ecologist Kevin Wallenfang and Wildlife Biologist **Jeff Pritzl** took part in an hour-long live broadcast on "WisconsinOutdoorFun.com on Tuesday, November 13. This news website covers Wisconsin's outdoor activities, providing the latest weather, maps and tips on popular outdoor activities

The DNR staffers helped build excitement for the upcoming gun deer season by talking about the tradition and culture of hunting. They also discussed new regulations, [EHD \(Epizootic Hemorrhagic Disease\)](#), and hunter satisfaction. This is the first time Wisconsin Outdoor Fun has produced and aired a live broadcast, and its staff called the venture a success.

If you missed the broadcast, you can watch it at anytime on the Wisconsin Outdoor Fun website at "[WisconsinOutdoorFun.com.](#)" lead-in to the video contains no audio. To skip it, advance the time counter at the bottom of the screen to the one minute, 16 second point.

New wildlife blog "Hunting for the Health of it" initiated



Regional Wildlife Supervisor Jeff Pritzl presented "Hunting for the Health of it" as part of Keith Warnke's class. DNR Photo

The department launched the first-ever wildlife blog during the 2012 deer hunt with a "Hunting for the Health of It" theme. Readers can follow the blog, which kicked off on Monday, November 12. Each day **Jeff Pritzl**, Northeast Region wildlife supervisor, explores seven health-related aspects of hunting. Topics include social, physical, emotional, career, intellectual, environmental and spiritual aspects of the hunt that lead to increased health for the participant, communities and our natural resources. Follow the DNR [wildlife blog](#) on GovDelivery.

New on DNR's Facebook "Share the stories and join the contest!"

Since Sunday, November 11, DNR daily has been posting photos, videos and stories relating to the deer hunt. This year the department also will launch a new Facebook photo contest focusing on Wisconsin's rich hunting tradition. Running November 17 through November 28, hunters, families and non-hunters energized by the deer season are encouraged to submit photos that represent what the traditions of the deer hunt mean to them. These photos can be historical in nature, portray the hunt, or even portray the landscape in the morning from a tree stand.

The public will vote for their favorite picture, and the winner will receive a free three-year subscription to Wisconsin Natural Resources magazine. Anyone interested in the traditions

of the hunt should "like" us on Facebook to follow the stories of the deer season and participate in our 2012 "Traditions of the Hunt" photo contest. Visit DNR's [Facebook](#) page.

"Deer Hunt 2012" with Dan Small

Once again, DNR has partnered with outdoor host and producer Dan Small to produce "Deer Hunt 2012," an informative and entertaining one-hour television show aimed at helping hunters brush up on safety, know the science, and get ready for the fun, family and traditions of the hunt.

This year's show captures important research on buck mortality, fawn recruitment, and the social side of deer management; the importance of passing along the hunting tradition to the next generation and recruiting new hunters; hunter safety and the new ATV/UTV laws; a ride-along with a conservation warden; the link between forest management and deer management; the season forecast; and hunting tips.

There also are recipes and a campfire conversation with Secretary **Cathy Stepp** and others as they share their first-deer stories and encourage seasoned hunters to share their traditions and the thrill of the harvest with new hunters.

The show began airing November 1, with final airings on the Fox Sports channel November 8 and 11. If you missed the show, you can watch it on the department's webpage [dnr.wi.gov](#), [search keyword "Deer Show."](#)

Twitter: Tweet-a-long with DNR conservation wardens

Get the latest news and information by following DNR on [Twitter](#). Be sure to follow Twitter November 17, 18, 22, 23 and 25 as the department live-feeds tweets and images from a ride-along with a DNR conservation warden out working deer season. A warden ride-along often reveals interesting events and insights into the deer hunt that many of us never see or hear about. The tweet-along will focus on the social, safety and community-building components of the nine-day deer season.

Footnote: *Jenny Pelej is a public affairs manager working with the Bureau of Wildlife Management.*



Two hours might have been too short...a chat with deer hunting experts

By: Joanne Haas, Office of Communication

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What do you get when you put five guys and a chat master together?

Deer hunting and laughter! Add two hours of spot-on information and you had today's online chat with the Big Game Crew and legal eagle **Tom Van Haren** of the Bureau of Law Enforcement.

Wildlife experts **Kevin Wallenfang**, **Scott Roepke**, **Scott Loomans**, **Dan Hirchert** and conservation warden Van Haren kicked off Wednesday, November 14's online live chat, under the skillful direction of chat master **Ryan Marty** of the Office of Communications, at

11:30 a.m. By 1:30 p.m., when Wallenfang had to call it a chat in the interest of other work that had to get done, the questions were still coming in along with a pile of thanks from participants. Check out these comments near the end of the feed: "Just wanted to say thank you for doing this," from Mike. And Jeff Morell added: "Thank you for this; it's very cool stuff to get to talk to actual people."



The team in action from left to right: Marty Ryan, Kevin Wallenfang, Dan Hirschert, Scott Loomans, Scott Roepke and Tom Van Haren. DNR Photo

And these actual people handled a whopper pile of 141 questions-- and that doesn't include the ones they didn't have time to answer!

The questions were on everything from deer blinds, hunting on private and public lands, firearms, managing the deer herd, regulations and scents.

Wallenfang took the humorous route when asked to provide the estimated total of Wisconsin deer. "Tim, the estimate changes by the minute! Whoops, there goes another one," he answered. A few minutes later came this reply: "LOL! Kevin, your comment about the population had me rolling on the floor! Good one!"

Scott Loomans also gave the audience a bit of insight into where the crew was hunting this season. "Brett, there are five of us answering questions today. Two of us will be hunting public land and three on private land. We're all excited to get out!" Loomans wrote.

Wallenfang took a few self-deprecating swings at himself and scents, which got some of the participants laughing and offering their own answers to chat participants. And, the good-natured humor told the chat participants these five guys were not only smart, but enjoyed sharing their expertise with all of them. That translated into an energetic chat.

So it's no surprise that the people who were able to join the chat stayed for a whole 52 minutes, that's about half of the entire chat. And in less than one hour after it ended, the readership on the transcript already was approaching 300.

While the team was handling all the questions, chat master Marty was running two polls:

Question: Are you seeing more deer than last year?

Answers: "Yes," 61 percent. "No," 39 percent.

Question: Do you conduct deer drives:

Answers: "Yes," 46 percent. "No," 54 percent.

To view this chat, as well as the others in this series, go to the DNR [website](#) and enter keywords "[ask the experts.](#)"

Kudos to all five and Marty for an outstanding and fun-filled effort that resulted in one big pile of helpful information and a few good one-liners for hunters.

Footnote: *Joanne M. Haas is a public affairs manager "who learned a few things and had a blast sitting with this group!"*



Northern Region thanks its employees for all they do

By: Deb Benson, Northern Region

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On October 23, the Regional Management Team hosted a luncheon for the Northern Region's 2011 Outstanding Service Award Winners. The winners were chosen from the 25 nominations that were sent to the region's Employee Recognition Committee for consideration. With all of the exceptional work being done across the Northern Region, this can be a difficult task.

Regional Director **John Gozdziwski** made the following remarks prior to awarding the individual honors:

"Whether it's providing service to a customer or responding to a natural disaster, the staff that works in Northern Region (NOR), individually and collectively, make a difference! Every day staff inspire youth, nurture partnerships, and focus on protecting the northwoods resources for future generations. I would like to say "thanks" to each of you for the professionalism and pride you bring to the job.



2011 Outstanding Employee Award recipients: (Back row, left to right): John Gozdziwski, Travis Williams, Dick Logan, Dan Jacoby, Sam Weber and Mark Guenther. (Front row, left to right): Brad Shucha,, Melissa Baker (NHAL Operations Crew supervisor), Danielle Wincentsen, Rhonda Kenyon and Jessie Schalkowski. Not pictured: Sheri Snowbank and Tim Otto. DNR Photo

"The RMT (regional management team) would like to thank the Employee Recognition Committee for gathering the nominations, determining the award winners and coordinating the details for recognizing both the award winners and nominees. Today, I would like to announce and congratulate the 2011 NOR Outstanding Service Award Winners as well as

recognize the nominees. Congratulations!"

- **AWaRe (Air, Waste & Remediation and Redevelopment): *Danielle Wincentzen***, Antigo

Danielle was nominated for the exceptional job she has done in supporting multiple regions and the AWaRe program. Her involvement on the system design and upgrades to BRRTS and BOTW has characterized her as a "go to" person or resource for other environmental program associates and program staff. Danielle has earned the respect of her co-workers and program management staff through her dedication to excellence and professionalism.

- **CAES (Customer and Employee Assistance): *Jessie Schalkowski***, Spooner

Jessie is stationed at the Spooner Service Center and covers many roles for the Department and for NOR staff. She handles two half time positions, one as a drinking water environmental program associate and one as the NOR fleet associate. She is always willing to take on and resolve a wide variety of tasks including building issues for the Spooner Service Center and fleet issues for the Northern Region. Jessie's involvement to prepare for the move to the new building and her enthusiasm to handle whatever came up demonstrated a "can do" attitude that is appreciated by her co-workers.

- **Forestry: *Mark Guenther***, Washburn

Mark is a forestry technician-advanced who continually strives to improve fire response and fire safety at the Washburn Ranger Station Fire Response Unit. He is willing to try new ideas to be more efficient while striving to improve fire response through cross-program collaboration. Mark shares his knowledge and experience through instructing both internal and external classes and by supporting many firefighter "newbies" as they develop their knowledge and confidence. His expertise has been used to develop innovative deployment techniques that minimize hazards while maximizing efficiency.

- **Land: *Rhonda Kenyon***, Cumberland

Rhonda is a real estate specialist stationed at the Cumberland Service Center. Rhonda is a continuous fountain of energy and exceptional dedication to her personal philosophy of seeing projects through lengthy processes to fruition. The many vacancies in the real estate program expanded her responsibilities across all eighteen counties of the Northern Region. Her success as a veteran real estate specialist is fortified by her insistent attention to detail, accuracy and expedience. Rhonda's efforts to meet the needs of landowners, external partners and internal staff during a period of time when she was covering the real estate needs across the Northern Region are to be commended.

- **Science and Enforcement: *Tim Otto***, Antigo

Tim Otto is a conservation warden that is stationed in Antigo. Tim has a devotion and commitment to training wardens so they return home to their families at the end of the day. He worked with other regional instructors and the Bureau of Law Enforcement to acquire a NOR Firearms Trailer and all the equipment needed to provide comprehensive training. Tim was successful when he approached Regional Warden Dave Zebro and the warden supervisors to provide time at team meetings and regional meetings for officer safety instruction. Tim works well with other programs to address water regulation issues, air

management concerns and solid waste violations.

- **Water: Sheri Snowbank**, Spooner

Sheri is a wastewater permit drafter stationed in Spooner who has issued the most permits of anyone in the state and has kept the backlog in the NOR to no higher than 12% which is below the statewide objective of 20%. Along with this accomplishment, you have been willing to help many wastewater operators and facility staff as well as new engineers that are learning the program. Sheri's approach is excellent. She combines empathy for the needs of the regulated facility with an assertive approach to protect the environment.

- **LTE: Brad Shucha**, Florence

Brad's work in 2011 was during the first year of fisheries field operations in Florence. Florence and Forest counties had been without fisheries staff for three years resulting in an extreme back log of work. Brad's exceptional work ethic and "can do" attitude contributed toward the completion of many ongoing tasks along with a good portion of the back log. He has a willingness to go the extra mile which allowed a team of two to do the work of many more. He assists the forestry and wildlife programs helping to mark timber and working on trail maintenance. He works well with volunteers and is a great spokesman for the DNR.

- **Team: NHAL (Northern Highlands/American Legion State Forest), Operations Crew: Dan Jacoby, Dick Logan and Tony Martinez**

Dan, Dick and Tony have consistently shown dedication to the mission of the state forest, commitment to their team and a willingness to repeatedly go above and beyond their normal job duties to provide exceptional customer to state forest visitors. The LTE employees on this team were dedicated to providing quality customer service to visitors who used the campground and facilities. Facility repair workers on the property going above and beyond their normal job duties include:

Robert Budgick, David Evans, Jeremy Garrow, Richard Garrow, Donna Herbst, Bruce Maatta, Pamela Maatta, Robert Moser, Sr., Kenneth Novak, Travis Petersen, Raymond Quicksilver, Steven Schmidt, Robert Schmitt, Jonathan Scofield, Bradley Shrake, Michael Simons, David Sleight, Justin Smith, Tyler Trampe, Deborah Treder, Garrett Wallace, James Warnecke, Samuel Weber, Travis Williams and Micah Zeitler.



Employee Recognition Committee Members: (Back row, left to right) Jon Cooksey, Chuck McCullough and Dan Jacoby. (Front row, left to right) Michelle DeBrock-Owens, Kathleen Shafel, Maureen Yunker and Deb Benson. Not pictured: Phil Dorn, Bob Germer and Connie Lefebvre. DNR Photo

2011 Outstanding Service Nominees

- **AWaRe:** *Sherry Otto*
- **Forestry:** *Matthew Blaylock* and *Tim Friedrich*
- **Land:** *Michelle Woodford* and *Bill Smith*
- **Water:** *Lonn Franson, Dave Kafura, Steve LaValley, Greg Matzke, Craig Roesler, Jessie Schalkowski and Timothy Tobias*
- **Enforcement and Science:** *Greg Sass*
- **LTE:** *Alison Canniff, Brenda Halminiak, Dave Sleight, Diane Stowell, Sandy Wickman* and *Kris Larsen*

Teams

Northern Region Air Team: *Robin Capen, John Dague* and *Mike Wagner*

Spoooner Headquarters Building Project Team

- *Kathy Bartilson*, Water Program
- *Nathan Benoy*, Facilities and Lands Program
- *Pam Dembinski*, Forestry Program
- *Jamie Dunn*, AWaRe Program
- *Gary Dunsmoor*, Wildlife Program
- *Shari Johnson*, CAES
- *Sue Krantz*, Customer Assistance & Employee Services
- *Terry Margenau*, Fisheries Program
- *Sue Nelson*, Customer Assistance & Employee Services
- *June Pagel*, Customer Assistance & Employee Services
- *Ed Slaminski*, Customer Assistance & Employee Services
- *Dave Zebro*, Enforcement and Science
- *Marie Hanson*, Enforcement and Science (Now retired)

Spoooner New Building Implementation Team

- *Barry Gilbeck*, CAES
- *Dave Zebro*, Enforcement and Science
- *Terry Margenau, Jessie Schalkowski* and *Kathy Bartilson*, Water
- *Jamie Dunn*, AWaRE
- *Pam Dembinski*, Forestry
- *Gary Dunsmoor*, Lands
- *Ed Slaminski*, CAES-Grants
- *Jon Hagen*, Enforcement and Science
- *Nathan Benoy*, engineer
- *Kim Guthrie*, facility designer
- *Marie Hanson*, Law Enforcement Program (now retired)

Footnote: *Administrative Assistant Deb Benson also was liaison to the Employee Recognition Committee. Regional Public Affairs Manager Kevin Harter took the photos.*



Training set for volunteers to help monitor wolf population

By: Adapted from DNR Weekly News, October 30, 2012

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People interested in volunteering to help DNR biologists locate and count timber wolves and other forest carnivores in the coming year, can learn how in a series of upcoming training sessions on animal tracking and ecology.

Wisconsin wolves were removed from the Federal List of Endangered Species on January 27, 2012. In addition to the state's plan to monitor the wolf population, there is a federal requirement to monitor the wolf population for the first five years after delisting.



West Central Region Wildlife Supervisor Harvey Halvorson tracked a cougar in St. Croix County in December 2009. DNR Photo

"The volunteer carnivore tracking program is critical for us to obtain counts of the state wolf population," said **Kurt Thiede**, administrator of the Division of Lands. "With the start of public hunting and trapping season, these surveys will continue to be important for long-term management of wolves and other forest carnivores in Wisconsin."

DNR volunteers have participated in snow track surveys for wolves and other forest carnivores since 1979, reported DNR ecologist and wolf specialist **Adrian Wydeven**.

"Since 1995, the surveys also have included many volunteers from throughout the state and beyond. These surveys have been critical to the removal of wolves from state and federal endangered species lists," said Wydeven.

He also stressed the importance of the surveys in the current wolf hunting and trapping season. "It will continue to be important to have solid information on the state wolf population to avoid overharvest and to make sure we are continuing to provide sound

conservation of wolves in the state.

“Along with data derived on the status of wolves, these surveys provide rough indices to the abundance of other forest carnivores, allowing us to search for rare carnivores such as lynx and cougars that occasionally pass through the state.”

Along with surveying for wolves, cougars and lynx through regular surveys, biologists and technicians have been involved in investigating specific reports of these carnivores to confirm the observation.

After completing training, volunteer trackers are assigned survey blocks in forest portions of northern and central Wisconsin and asked to conduct three or more surveys in their assigned block each winter. Data they gather can be compiled with those of other volunteers to aid DNR biologists in evaluating wolf populations.

[Volunteer tracker training sessions](#) open to the public and DNR employees are scheduled as follows:



West Central Region Wildlife Technician Mike Soergel also put to work the skills he learned to track a St. Croix county cougar. DNR Photo

- **November 3, Ashland**, 9 a.m.- 3 p.m., Northern Great Lakes Visitor Center, Highway 2 & G, west of Ashland, \$25.
- **December 1, Babcock**, 9 a.m. – 3 p.m., Sandhill Outdoor Skills Center, 1 mile north of Highway 173 along County Road X, \$15.

- **December 8-9, Tomahawk**, 8 a.m. Saturday - 4 p.m. Sunday, Wildlife Tracking with James Halfpenny, Treehaven UW-Stevens Point Field Station on Pickerel Creek Road off County A, Tomahawk. This weekend-long workshop will cost \$185 to \$245, depending on whether the student elects to receive meals and lodging.
- **December 10-11**, Halfpenny also will present a class on [animal tracking](#) at [Treehaven](#) for DNR and other conservation agency employees. The cost for this two-day workshop is \$150 to \$210, depending on whether the student elects to receive meals and lodging.

Registration for this session is on a first-come, first-served basis and limited to 40 people, so register as soon as possible. Contact Assistant Furbearer Ecologist **Gerriann Albers** for a registration form.

For more information about the wolf ecology and tracking training sessions and the volunteer tracking program, visit [DNR's website](#) dnr.wi.gov and search key word "[wolf management](#)."

You also can email [Adrian Wydeven](#), or call him at 715-762-1363.



Links of interest...don't miss them

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- **Title & link:** ["Air, Waste and Remediation & Redevelopment Division Annual Report 2012"](#)

Description: According to AWaRe Administrator **Pat Stevens**: "The report summarizes many of the Division's key accomplishments and successes, highlights each Bureau's important activities, and presents data on how well each program in the Division met important performance metrics. I continue to be proud of the dedication, hard work and integrity of the staff and managers in the AWaRe Division, and look forward to continued excellence in 2013!"

- **Title & link:** ["News Media Resources" for the 2012 deer gun hunt](#)

Description: To assist the media covering this year's nine-day gun deer season, the Office of Communication sent them this list of contacts to use if they need information to prepare stories. During the week leading up to opening day, DNR staff provide upwards of 75 interviews with wildlife managers and conservation wardens a day. This list also will guide the media to department experts in their counties.

- **Title & link:** ["FAQs: Special Edition—Gun-Deer Hunting Season"](#)

Description: On the days before and during the November 17-25 gun-deer hunting season, the "Warden Wire" will carry Frequently Asked Questions specifically about this hunting season. These oft-asked questions are collected and conveyed from the DNR [Call Center](#).

- **Title & link:** ["Time Out! How Much Time do Kids Spend Outdoors?"](#)

Description: The U.S. Forest Service, in partnership with the Southern Group of State Foresters and the University of Florida's School of Forest Resources and Conservation,

established "InterfaceSouth" (previously known as the Southern Center for Wildland-Urban Interface Research and Information) in 2002. The creation of this new center was a Forest Service response to critical findings of an assessment that indicated that urban planners to natural resource managers and others needed access to new information, technology and skills to help the public that works and lives in the wildfire interface. Check out the Twitter comments in the navigation box on the lower left side of this page.

- **Title & link:** ["Travel Wisconsin.com: The Great Outdoors Hunting"](#)

Description: Among the oodles of outdoor sport and recreation information on the "TravelWisconsin.com" website are forecasts for the 2012 deer-gun hunting season in four areas of the state based on information provided by DNR. If you're planning a hunt, you'll want to read what you might encounter in your favorite or new hunting location.

- **Title & link:** ["DNR seeks comments on rules affecting small businesses"](#)

Description: Many of the more than 3,700 pages of rules DNR administers affect small businesses. In April, the agency began a review of these rules. In June, the department recommended to the Natural Resources Board that 13 rules be repealed or changed. A draft report now is available for public comment until 5 p.m., on December 5, 2012.

- **Title & link:** ["Governor's Small Business Summit" video](#)

Description: Governor Scott Walker, Lt. Governor Rebecca Kleefisch and cabinet members, including Secretary **Cathy Stepp**, hosted the second annual Governor's Small Business Summit in La Crosse. About 300 small business owners and leaders from around the state attended.

- **Titles & links:** ["Customer feedback fuels updates to DNR online Managed Forest Law map"](#)

["FAQs : Private lands open for hunting, recreation on mapping tool"](#)

["Web mapping application"](#)

Description: DNR has updated its new online mapping tool to help hunters and other outdoor enthusiasts find public access lands under the Managed Forest Law (MFL) and Forest Crop Law (FCL). These upgrades will simplify use of the tool and remind users about trespass laws. Also released recently, FAQs posted on the "Warden Wire" have been expanded to include more questions regarding these private lands classified as open under the MFL program.

DNR online internal program newsletters

To better keep you updated on the work and happenings of the various department programs, this standing feature will bring you newsletters posted for program employees and their colleagues. At this time, this list is incomplete, so be sure to check out other newsletters as they're added.

Note to newsletter editors: Each issue of the "Digest" will include links to program newsletters. Be sure to submit new issues of your newsletter to "Digest" editor [Diane Brinson](#),

who will update the "Standing newsletters."

New this issue

["AWaRe November 2012"](#)

Standing newsletters

["LE News"](#)

["Land Division Newsletters"](#)

["Floodplain and Shoreland Management Notes"](#)

["The ForesTREEporter"](#)

["The ForesTREEporter"](#) archive of past issues (see the "View a single past issue" box)



Combined Partner's in Giving events proclaimed a huge success

By: Lauren Fiecko, Division of Customer and Employee Services

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The central office rummage sale/silent auction/bake sale held on November 9 was a huge success, bringing in \$1,318.60 for the Partner's in Giving Campaign. Thank you to everyone that helped make the event a success with donations, purchases or time!

There are still three weeks left in the campaign, so if you haven't had a chance, you can still turn in your donation form. Who knows? You might win a prize.

Division of Enforcement and Science Administrator **Tim Lawhern** reports that \$8,913.10 in donations came in during week 5 of the campaign, bringing this year's total to \$59,215.30. As in previous years, those employees turning in their pledge forms are entered into a drawing for prizes donated by others in the department. Three names are drawn each week, so odds are pretty good.

A few of the remaining weekly drawing prizes include:

- 6-pack Craft Beer from **Lauren Fiecko**
- 3 lbs. frozen ground Wild Canadian Moose processed at Black Earth Meats from **Megan Correll**
- Norske Nook pie from **Julie Sauer**
- Stainless Tumbler from **Mark McDermid**
- UW Women's Basketball Vouchers from UW Athletic Department

"We've had a few additions to the prizes but we could always use more," said Lawhern. "If you have something you'd like to donate for the cause just bring it to me or to **Hilary Bauman** in administration on the eighth floor. Thanks to everyone for your generosity and

support.”

Footnote: *Lauren Fiecko is an executive staff assistant in the Division of Customer and Employee Services.*



Summer “just around the corner,” plan for student interns now

By: DeLaina Siltman, Bureau of Human Resources

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Summer may seem a long way off, but many here know that planning for the extra summer workload starts now. To carry some of that workload, DNR is gearing up for its third year of participation in the State of Wisconsin [Summer Affirmative Action Internship Program](#). (SAAIP).

To make this program successful, we need supervisors and staff to mentor the students. Students that have a positive experience through this program are more likely to pursue civil service employment—or even better yet, natural resources--careers upon graduation and to share their positive experience with others.

Here’s what you get in return for your participation in SAAIP:

- Increased diversity on your team.
- Minority, female and disabled students who gain valuable job experience in the Wisconsin Civil Service System.
- Increased productivity to accomplish your program goals.
- Extra hands to accomplish those important projects that just keep getting put off due to lack of staff time.
- Enhanced perspective from interns with novel views, fresh ideas and specialized strengths and skill sets.
- No-effort recruitment. If you need an applicant pool, we’ll recruit and supply you with applicants.
- Giving back to the community.
- Students benefit from their time at DNR, and Wisconsin taxpayers that benefit from an increase in a diversified and experienced workforce as a whole.

Learn more at the December 5 brown bag

We encourage any supervisor or team leader who would like to learn more about SAAIP to attend a brown bag informational session. At this session, you’ll have the opportunity to hear from and ask questions of:

- Pepe Indalecio, SAAIP coordinator, Division of Affirmative Action (DAA), Office of State Employee Relations
- Eileen Hocker, Executive Equal Opportunity specialist, DAA, OSER and former DNR employee
- Regina Kammes, Equal Opportunity Program coordinator, DNR
- Supervisor's who have participated in previous years
- Former interns

So join us from 12 p.m. to 12:45 p.m. at one of the following locations on Wednesday December 5:

- **Central office:** Room 613 (space is limited, so RSVP [DeLaina Siltman](#))
- **South Central Region:** Gathering Waters and Glacier's Edge conference rooms
- **Southeast Region:** Rooms 140/141
- **Northeast Region:** Lake Michigan conference room

If you're unable to attend one of these sessions, you can view the entire presentation via [Media Site](#) at the same date and time.

For more information on the State Affirmative Action Internship Program, email me at [DeLaina Siltman](#) or call me at 608-267-9481.

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



Hank Aaron Trail to become part of Menomonee Valley's "green dream"

By: Marcus Smith, Southeast Region

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The Legend—also known as Henry "Hank" Louis Aaron—was back in Milwaukee recently to take part in a groundbreaking ceremony to kick off the conversion of a vacant Milwaukee Road rail yard into a 24-acre park in the Menomonee Valley. The City of Milwaukee and DNR will own and operate the park, scheduled to open in summer 2013.



DNR's Melissa Cook and Hank Aaron stand shovel ready to help break ground for the new Menomonee Valley Park. The Hank Aaron Trail will be extended into the park. DNR Photo

The park is part of an initiative called "Menomonee Valley-From the Ground Up," a \$26 million effort made possible with public and private funds. The state has allocated approximately \$3 million for the project.

The site is located along the Menomonee River between 27th and 37th streets. Converting the site from rail yard to park will consist of landscape restoration, improved wildlife habitat, and improved river access for fishing and canoeing.

The Menomonee Valley Partners, Urban Ecology Center, City of Milwaukee, and the

departments of Transportation and Natural Resources are collaborating on the project.

The Hank Aaron State Trail, under DNR management, will be extended several miles within the park and creates a "connection with the near Southside community at Mitchell Park and transformation of a 24-acre brownfield into an ecologically diverse natural area," according to **Melissa Cook**, Hank Aaron State Trail manager. "In addition to being accessible to the entire community, the space will be used as an outdoor living laboratory for the Urban Ecology Center's hands-on science education and community programs."

Aaron was joined at the event by Southeast Region Director **Eric Nitschke**, Natural Resources Board member Preston Cole, and State Transportation Secretary Mark Gottlieb.



Southeast Region Director Eric Nitschke addressed the gathering of adults and youngsters at the site of the future recreation and environmental learning development. DNR Photo

Also among the crowd of nearly 100 were students from St. Rafael the Archangel Elementary School and members of the Journey House baseball team. Since retiring from baseball, Aaron has devoted time to working with young people through his Chasing the Dream Foundation, an organization that provides college scholarships to deserving students.

There are more than 100,000 young people under the age of 18 living within three miles of the area, and 82 percent of children living there qualify for federal free or reduced-fee lunch, according to U.S. Census Bureau data (provided by the Menomonee Valley Partners).

Some of those young people will have the opportunity to take advantage of an environmental education center operated by the Urban Ecology Center. The center opened in September in a vacant tavern that rehabilitated into a green building. It will initially serve eight schools and offer science and nature learning to 22 Southside schools by fall 2016.

When describing the impact of the park, Urban Ecology Center and other aspects of the project will have on neighborhood young people, Aaron stated, "Their lives will be transformed." Before leaving the podium to take up his shovel he added, "Thanks for making this a dream come true."

Read more about the Menomonee Valley Park and the Urban Ecology Center in the October

2012 issue of the ["Menomonee Valley eNews."](#)

Footnote: *Marcus Smith is the regional public affairs manager for the Southeast Region.*



Northern school district adds outdoor classroom, continuing rich forest history

By: Kevin Harter, Northern Region

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Tucked in the forests of north central Wisconsin, Butternut--population 375--and its k-12 school district share in the state's rich timber history and are part of its future thanks to the work of a teacher, her school and her students.

Joined by local state elected officials, school staff, donors, and Secretary **Cathy Stepp** dedicated the school's outdoor classroom and student forest, Friday, November 2, before members of the community and nearly half of the 200, K-12 student body.



The forest trail is marked with the common and Latin word for a specific tree, along with its use, as DNR Secretary Cathy Stepp learned on a brief hike. DNR Photo

"This is wonderful. There are so many unique aspects of this," Stepp said, noting learning not only "about the learning aspects of the forest," but the team work it took, and the other learning opportunities created, including building trades' students.

"It allows students to have more outdoor education experiences right out here in the forest," said Dawn Ertl, who has taught science at Butternut for 13 years and applied for the Wisconsin Environmental Education Board (WEEB) grant.

The board provided nearly \$30,000 to the school to create the indoor/outdoor classrooms. The local community provided an additional \$20,000 in time, labor and materials.

[School forests](#) are unique to Wisconsin, with the first started in 1928 near Crandon, Laona and Wabeno. <>

Of the state's 424 public school districts, 210 of them have school forests. Of these 210, Butternut was one of six to receive a WEEB School Forestry grant in 2011. That year, WEEB awarded about \$472,000 in environmental education grants.

School forest lands total about 25,000 acres and are located in 68 of the 72 counties within Wisconsin. In addition to the forest adjoining the classroom, Butternut has a “working” 40-acre forest.

The 18-feet by 38-feet environmental education classroom also will be used to teach across the curriculum, including English, creative writing and art. Built by the school’s building trades class, its green features include solar panels and a compost toilet.

The trail begins a few feet from the building and is lined with signs to identify the tree by its common and Latin names, along with what its uses.



The foot of the Butternut outdoor classroom and school forest, enhancing the historic role of forestry in the success of northern Wisconsin. DNR Photo

Some of these students may one day walk out of their classrooms and out of the school’s forests for a job in the industry.

According to a 2011 report by The American Forest and Paper Association, Wisconsin is number one among states with forestry jobs employing 56,533 workers, and in economic value of wood and paper products shipped at a combined total of more than \$16 billion dollars.

“Wisconsin and the forest products industry have been linked since the days of settlement when Wisconsin forests supplied lumber that built the great cities of the upper Midwest. The paper industry also grew along with Wisconsin and today, more than 100 years later, we remain a leader in forest-based jobs and forest products,” Stepp noted. “Productive, well-managed forests also provide abundant wildlife populations, clean air, clean water and a variety of recreational opportunities.”

Footnote: Kevin Harter is the public affairs manager for the Northern Region.



Around the state...DNR employees shine

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Central office success stories

- **“Project WET, WILD and PLT** play a critical role in our environmental education (EE) program at Tri-County High School. High school counselors draw deeply upon these resources

as they plan and conduct fieldtrips to our school forest for the students in our district. Besides being a vast resource for us, high school counselors benefit greatly from the workshops associated with WET, WILD, and PLT, as these workshops provide counselors with hands-on basics concerning conducting an EE activity and effectively managing a group of students.” *Joe Raboin, Tri-County High School teacher*

- “Dear Bernie, (**Bernadette Williams** conservation biologist, Bureau of Forest Management) This is a very belated thank you for all that you did for my class -- I learned an amazing amount that I did not know about the worms, and the students loved it. I am so very grateful to you for taking the time to share your knowledge, interest, and passion for worms. The students are a pretty enthusiastic group, but they were off-the-charts about how much they enjoyed your talk and the work locating worms and learning about worm behavior in the wild, and about how cool it was to meet a woman who does such neat and interesting research -- outdoors, not less!

“The time you spent with the class was really, really amazing! Thank you!!! Best wishes”
Sissel Schroedel, professor, Department of Anthropology, UW-Madison



Can't beat that smile of pride on Kevin Munson's face after catching his first musky from Lake Monona in Madison. Photo courtesy of Kevin Munson

- Addressed to **Tim Simonson**, Bureau of Fisheries Management: “My name is Kevin Munson and I moved to Madison about 4 1/2 years ago to help start a Biotech company. I am a biologist with Johnson and Johnson and working with the UW on a new drug entity.

“As a kid in the 70s, we drove across the country (3 years in a row) to stay at a cabin and fish in Barron County, Cumberland Wisconsin (Sand Lake). It was August and catch and

release was not popular...so we caught nothing but a few panfish each year. We were always a bit disappointed but had fun at the lake.

"After 25 years in California, I had the opportunity to move to Madison and work for a start-up. I have to admit the driving force was to get back on the lakes and catch that big Musky I had seen in so many bait shops and the ones my Father and Grandfather spoke so fondly.

"The first year in Madison was busy but soon after the second year I headed out to the lakes across Wisconsin with local guides. It took a few tries but I caught a nice one in my backyard on Lake Monona. It was a 39" and 16-18 pounder that we successfully released. Since then I have boated more than 50 of these guys (in 3 years) going out a few times a year with guides in places such as Clam Lake, Pewaukee, Mosinee Flowage, Wingra and other hot "Spots." I have kept detailed records and average a Musky every 4 to 6 hours, median/mean size of 38" with the largest 46.5 inches. I have caught more on light tackle than the heavy stuff with many on sucker rigs. Every fish caught has been successfully released.



Kevin Munson's daughter Christie needed some help to display her first musky, which was almost as long as she is tall. A lifelong angler in the making? Photo courtesy of Kevin Munson

"I took my 8-year-old daughter out for her first Musky trip this weekend. She caught a nice 36"/14 pounder on her spinning rod in the first hour. In October, I took my brother out for his first trip and we boated 3 Musky that day including one that was almost 4 feet and 30 pounds.

"I just want to thank you and your team for providing an outstanding Musky fishery that gives novices like us a chance to catch one of these beautiful creatures. It means a lot to me and my family that these opportunities are available to us." *Kevin Munson M.Sc. MBA, Middleton*

- Sent to **Bob (Masnado)**, Bureau of Water Quality): "**Kristi (Minihan)** has been extremely helpful as we develop performance objectives and rating criteria for biologists. She has awesome skills and abilities working with this kind of an effort and helping staff move beyond complaints and apprehensions to g'tting' 'er done and g'tting' er done right! She is also very

good at letting folks vent or go on a tangent for an appropriate amount of time and then pulling us back to the job at hand.

"We made a lot of progress on Friday and Kristi was the key individual at the table moving us along. Kevin Gauthier said it best at the end of the day – we would not have been able to accomplish as much as we did without Kristi's involvement." **Greg Searle**, *basin supervisor in the Northern Region*

- "Trish (**Ossmann**, Northeast Region public affairs manager) did an excellent job today with the park manager training! Thank" **Kimberly Currie**, *deputy director of the Bureau of Parks and Recreation* wrote this kudo after the bureau's statewide meeting on November 8 at which Ossmann offered advice to supervisors on how to conduct an interview.

Northeast Region success stories

- I attended **Jonathan Wright's** (Air Program, Oshkosh) presentation on Title V permit issues at the FET conference last week. As you know, I have worked with Jonathan for several years on issues related to our (GBMSD) air permit. I've always considered Jonathan to be very knowledgeable in the air regulations arena. I also considered him to be a good communicator in my dealings with him concerning our Title V permits. On Tuesday, I heard Jonathan address a large group of FET members. Even though I know Jonathan fairly well, I must admit I was a bit surprised and very impressed with his public speaking ability. His presentation was both highly informational and completely understandable, a combination we don't always see. So I felt it warranted to let you know that the DNR was well served by allowing him to make the presentation. Thanks for your efforts. I hope Jonathan will be a regular at future FET conferences. *John Kennedy, GBMSD*
- "Hello to all. First and foremost, thanks **to all for helping again this year at the Langlade County Timber Marking camp**. Right around 550 acres were marked and the weather held up nicely. In this time of stretching every hour to accomplish Forestry's top priorities, you have greatly helped our county towards its annual goal. Your participation is valued much. Till next year, thanks again to all of you." **Ted Avellemant**, *DNR forester*
- "I have been in contact with **Carrie Webb** at the DNR office in Green Bay. I had several questions over the last few months and she has been nothing but helpful and remarkably timely in her responses. I think all too often, this kind of service in government is not praised." *Kenlyn Gretz*
- Thanks **Crystal (Schiefelbein)** for getting the info for me. Really appreciate you taking time out from your busy schedule to answer my questions. You and Matt really know your business. All the best." *Tom*
- "Brian Giebel with Calumet County called to enquire about an application, and when (**Deborah Lee**) told him that he should contact **Crystal (Schiefelbein)**, he said how pleased they have been with her. He said he's seen her more in Calumet County in the past year than he ever saw any of her predecessors."
- *Conservation Warden Ryan Volenberg* thanked the **Point Beach Forest staff** for their assistance in cleaning up the parts of a 44-foot Chris Craft that sank in Lake Michigan off Two Rivers: "I want to say thank you to the staff at PBSF (**Guy Willman, Erin Dembski, Terry Sobel, and Jamey Koles**) for their cooperation and help. Without their assistance and equipment, it would have been a long and daunting task. Just ask the Coast Guard--they initially tried to salvage the items in September but gave up and left everything there."



The picture of the fly bridge is from earlier this summer, before it was covered with sand. The rest of the boat is somewhere on the bottom of Lake Michigan. DNR Photo

- “Thank you **Michelle Hefty** Newport State Park for going above and beyond in helping me find my keys. It may sound trivial, but without your desire to help out, the keys never would have been found. You went above and beyond and I thank you for that. *Signed, Avid park user*”

Southeast Region success stories

- “Water Resources Biologist **Marsha Burzynski** was also honored at the meeting with the Rebecca Wallace Honorable Mention Award; she received a plaque from Basin Supervisor **Vic Pappas**. The Rebecca Wallace Award is given annually to the employee making the greatest contribution toward either the improvement of relationships with external partner agencies and organizations on mutually-shared environmental quality issues or the mentoring of Department staff.” *“Southeast Region Tales and Trails” newsletter*
- Congratulations to Conservation Warden **Sean Neverman** from *Mary Holleback and the Riveredge Staff*: “Because of people like you Sturgeon Fest 2012 was a big success. Final numbers are still being tabulated but over 500 people attended and sponsored roughly 400 lake sturgeon. Had the sun come out we would probably have had even better attendance. Thanks for manning a booth and sharing information about your organization’s involvement with important water related issues and initiatives in our area. There are an impressive number of projects going on within our watershed! Plans are already underway for next year’s Fest. We realize that conditions in the tent were pretty cramped for the booths so we will definitely rectify that situation next year. If you have any other suggestions for ways that we can improve the event we’d welcome your feedback. We appreciate your involvement with this reintroduction project and hope you will consider being part of the event again in 2013. Together we can BRING BACK THE STURGEON! Thanks again.”
- Congratulations to Conservation Warden **Dustin Gabrielson** from *David O. Bower, lead instructor, Armstrong Park Class*: “Randy thanks for sending Deputy Warden Dustin Gabrielson to us. He is a fine young man and very exuberant to be around. I chatted with Dustin briefly before class informing Dustin where I needed his help teaching this. This way Dustin can ask questions to what we may have covered and then add new material. It is a pleasure for me to sit back and hear the answers knowing my fellow instructors and I are getting the info across to the students. This discussion was very similar to when you and I met in the past. I do this as I need to make sure that the number of written test questions are covered by you guys such as bag and possession limits as well as time zones and how to read the regulations as Dustin went along he had the class follow in their own DNR pamphlet. In short Dustin did a fantastic job! Dustin caught on quickly and brought a few students into the discussion as with any class I find I have a few eager students who always raise their hands to answer. I like the technique Dustin used to bring this one young lad into the discussion as he made him his hunting partner to prove a point on Group Hunting. You should have heard the joking after Dustin left. A few teased Cameron (the young man Dustin referred to) as Quote – “Man you are lucky you got to hunt with a Warden!” End quote. Cameron just beamed! To me by Dustin doing this it makes the

presentation far more entertaining to all. I have found the more you can entertain, you teach at a far better rate, and the info is retained better by the student. I also noticed that the presentation has been updated again as each Warden must have created your own. Good job ~ I always try to update each class session presentation myself. One thing I have learned in life is Change is constant. Accept the Change and try to make it work for you – don't accept it and you cannot grow."

"So in short Dustin did a fine job! To me he is a keeper! ð Randy I am looking to possibly seeing him again, as I am in the process of scheduling a February 2013 Class on each Tuesday/Thursday of that month."

- Southeast Regional Warden **Kevin Mickelberg** added this note of thanks: "Dustin, this is wonderful recognition for your work as a deputy warden. Thank you for your service and for representing the wardens and the department at a high level. Thanks again."
- Email from **Emily St. Aubin**, Customer Service lead, Eau Claire Service Center, sent to Customer Service Operations supervisor **Donna Leighton**: " Good afternoon, I just took a phone call that absolutely made my day. *Pam Lemay called* stating that she wanted to pass along her compliments for the customer service she received from (Customer Service Representative) **Tommy (Curran)** in the Waukesha Satellite Center. On Pam's only day off, she and her husband, who just had a stroke, went to the state office building in Waukesha to get her husband's disabled permit approved. When they got there, they met a gentleman in the hallway who informed them that the DNR office closed at 2 p.m. This couple did not know that Tommy worked for the DNR, but Tommy went ahead and asked them what they needed. When he found out they were looking to get a disabled permit, he offered to process it for them at 2:20PM. Pam said that Tommy was very respectful, helped them, answered all the questions that the couple had and gave them additional information on hunting land available. Pam was extremely complimentary of Tommy's service, and said that he spoke to her husband, who is still very much recovering from his stroke, with a great deal of patience and respect. I was so blown away with how impressed Pam was with Tommy's service, and she was so pleased with how much he helped them that she actually started crying on the phone as well. Overall, I just wanted to pass along this wonderful phone call and congratulate Tommy on an excellent job!"
Emily

Statewide success stories

- "Hi, all. I know we've all moved on from the deer show by now, but I thought you'd appreciate the comments by viewers of the Channel 10 airing in Milwaukee on Nov. 1. Comments are attached. It's nice to know our viewers were as moved by the show as we were. Thanks again for all your hard work on the show." *Dan Small Outdoors, LLC*

Secretary **Cathy Stepp** commented on the "Deer Hunt 2012" show: "Outstanding! This is such a team effort! I have had people approach me from around the state, sharing their enjoyment of the show. Thank you to everyone for your part in such a successful event. Thanks everyone!"

- "Hi **Brenda (Nordin)**, Northeast Region water resources management specialist), I will forward this on to the appropriate folks in our Association. Actually I am extremely happy that the DNR is taking on Lean Six Sigma. This is actually exactly what I do for a living. If you don't mind me asking, who are you learning it from?"

"This is the best thing I have heard from this state in a long time!!!!" *Steve Fleming, SigMax Solutions, on behalf of Archibald Lake landowners, Oconto County*

Fleming responded to a message from Nordin on Clean Boats, Clean Water grants: "We have made it easier to apply for CBCW (Clean Boats, Clean Water) volunteers through the Lean Six-Sigma, which is an improvement method using data to identify and eliminate process problems, which streamlines the grant process. Here is some information about the new [program](#)."

"To apply for a CBCW program, click on this link [Clean Boats Clean Waters Project Funding Request & Agreement \(Form 8700-337\)](#). If you have any question, please don't hesitate to give me a shout."

- Underwater photographer Eric Engbretson mailed a [compliment](#) to Secretary **Cathy Stepp**, along with calendars containing his photos. He wanted the photos from Wisconsin waters to be a reminder of how DNR's policies have made the state's fishery the envy of anglers around the country.

"Hi Cathy: I felt lead to email and let you know that I think you are doing a fantastic job with the WI DNR. From the updated website (much easier to navigate and the information is much more informative) to the live internet chats and Facebook activity. The whole look and feel I get from the DNR is great. In the past it was so rigid, sterile and not inviting.

"Keep up the great work. I hope you have a safe and fun deer hunting season." *Scot Tennyck, Racine*

- This one came into the Call Center: "I just love **"Warden Wire."** I always read all of the questions and answers just to brush up. Sometimes the law handbooks, are not clear enough. It's a great way to keep informed when the law is as complicated as it has been these last few years. There have been a lot of changes since I started hunting in 1962."



New office strengthens DNR's role with businesses

By: DNR Weekly News, November 8, 2012

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Editor's note: *This column from Secretary **Cathy Stepp** was distributed via the DNR Weekly News to media outlets statewide.*

Wisconsin is taking bold actions in order to out-compete states across the country in the pursuit of economic development, job creation and attraction of new businesses. These efforts will not sacrifice environmental protection, but by working together up-front we should see better environmental outcomes.

What will ultimately differentiate Wisconsin from other states, and differentiate Wisconsin businesses from other competitors, will be the partnership between our private and public sectors, the time sensitive coordination with state government and the extent of innovative programs that can adapt to very diverse business needs. In my first 21 months as DNR Secretary, I have come to realize even more how critical a role the department plays in

creating a stable, sustainable business climate.

What started with Governor Walker's creation of the Wisconsin Economic Development Corporation is being strengthened by creation of the Office of Business Support and Sustainability (OBSS) within the DNR. This new office will focus on ten of our most important business sectors, where working relationships between DNR and the sector can build value – both for the environment and the economy.

For each sector we will designate one key staff person as a point of contact within DNR. Sector teams within DNR will be charged to provide specialized support for their respective sectors – to walk in the shoes of those businesses, listen to business needs and understand sector trends. I expect these teams to produce business value and environmental results. I will be listening closely to citizens and businesses alike to hear if we are meeting this goal.

Among the United States, Wisconsin has the most potent set of regulator innovation tools for building profitability and competitive advantage. Our Office of Business Support and Sustainability has been created to capitalize on those tools, and has been positioned to work even more effectively with partners.

Through Wisconsin's Green Tier Law, companies have gained access to new markets, strengthened relationships with customers, expedited permitting processes, accessed cost saving technologies and reduced material costs. Executive Order 69 from Governor Walker set the stage for OBSS to work with businesses and amongst all DNR programs to get more participation and value from this nationally recognized program. Wisconsin Economic Development Corporation, Wisconsin Manufacturing Extension Partnership and the Wisconsin Sustainable Business Council are also key partners with this new office. We are not aware of any other state that has the same level of regulatory flexibility, skill development, peer recognition and level of coordination between those partners as does Wisconsin.

This new office will provide a framework within DNR to ensure the right resources are allocated to do our part for business development. We will make sure that the needs of new and growing businesses are addressed and that broad needs for the business sectors are met. Lastly, we will share sustainable practices and work with partners to assure that the competitive advantages from sustainability are accessible and achievable.

The Wisconsin Department of Natural Resources is poised to do its part in Wisconsin's economic recovery. We want to prove that economic vitality and environmental protection can occur hand-in-hand in this great state.



STEM takes UW-Stevens Point Career Day by storm

By: DeLaina Siltman, Bureau of Human Resources

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Have you ever wanted to spend a day teaching kids to manage deer or fight aliens? That is exactly what five DNR employees did on Friday, November 2, while attending a STEM (Science, Technology, Engineering and Mathematics) event at UW Steven's Point. The UWSP STEM Career Day is a one day conference for middle school boys to get them fired up about careers in the four fields.

DNR Equal Opportunity Program Specialist **Regina Kammes** and Wildlife Biologist **Geriann Albers** staffed the “Wisconsin Furs and Footprints” booth, which challenged the boys’ knowledge of Wisconsin wildlife. The fur that mystified them most was the American marten. Some of them were learning about the marten for the first time. The boys collected wildcards, pencils, water bottles, fish measuring stickers and other literature from the booth. Teachers received copies of “Education Connection,” published by the Office of Communication, to aid their efforts in environmental education.

While the booth was popular, the boys really got involved in the workshops. They could attend three two-hour workshops from a selection of 22. DNR sponsored two workshops “Deer Dilemma” and “Alien Invasion,” each held three times during the course of the day. Altogether, we connected with about 200 seventh and eighth graders at the event.

The first workshop was titled “Alien Invasion”



Ka Yeng Vue led a tug-of-war demonstrating how more resources can affect how successful we are in the fight against invasive species. DNR Photo

If aliens landed on our planet and started taking over the land, would you be afraid? What if they ate all your food or made you sick? Would you fight back? Did you know there are aliens in Wisconsin? Join us for hands-on lessons as we learn to battle the monstrous sea lamprey and other invasive species that are trying to kill off, or drive out, the plants and animals we know and love. (Taken from promotion of workshops)

Deputy Water Guard **Ka Yeng Vue**, Green Bay; Conservation Warden **Rebecca Dick**, Eau Claire; and IT Specialist **Anthony Lindsey**, central office, presented this workshop. The kids learned about the sea lamprey, zebra mussels, purple loosestrife and other invasive species. They then participated in a tug-of-war and a game of tag to illustrate that with more people working together to fight invasives, we have a better chance of beating them.

If that weren’t enough, the boys were allowed to see the equipment in Vue’s truck, while he and Dick talked about their warden experiences. It was no surprise that after these engaging presentations, many kids now are interested in becoming conservation wardens.

Kids then moved on to learn about deer management

Why do we manage wildlife? How many deer are too many? What happens if they start to become a nuisance? Join us as we delve into a conflict regarding a board of commissioners, concerned citizens and an overabundance of deer. Students will take on roles as they act out how things might proceed, learn about what options are available and ultimately work

together to decide what should be done. (Taken from promotion of workshops)



Conservation Warden Rebecca Dick showed students the cool equipment inside Ka Yeng Yue's law enforcement vehicle. DNR Photo

Wildlife Biologist **Jake Fries**, Hartman Creek State Park, led the "Deer Dilemma" session, one of the most popular of the day.

Fries asked the kids about their knowledge of deer and the potential problems of overpopulation. He also talked about possible causes of a depleted deer population. The boys then participated in a role-playing exercise, with a board of commissioners hearing public comments about the issue of overpopulation of deer in a city park, and then rendering a decision to address the problem. The participants did a great job getting into character and discussing multiple sides of the issue before putting some creative thought into their decisions.

UW-Stevens Point will hold a similar event for middle school girls on February 22, 2013. If you're interested in helping out in February, email [Regina Kammes](mailto:Regina.Kammes@uwsp.edu) or call her at 608-267-9481.

A special thanks to everyone who took part in the day, as well as the Office of Diversity Affairs and the Affirmative Action Advisory Committee for helping to make this outreach effort possible.

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



Produced by: Department of Natural Resources, Office of Communication

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