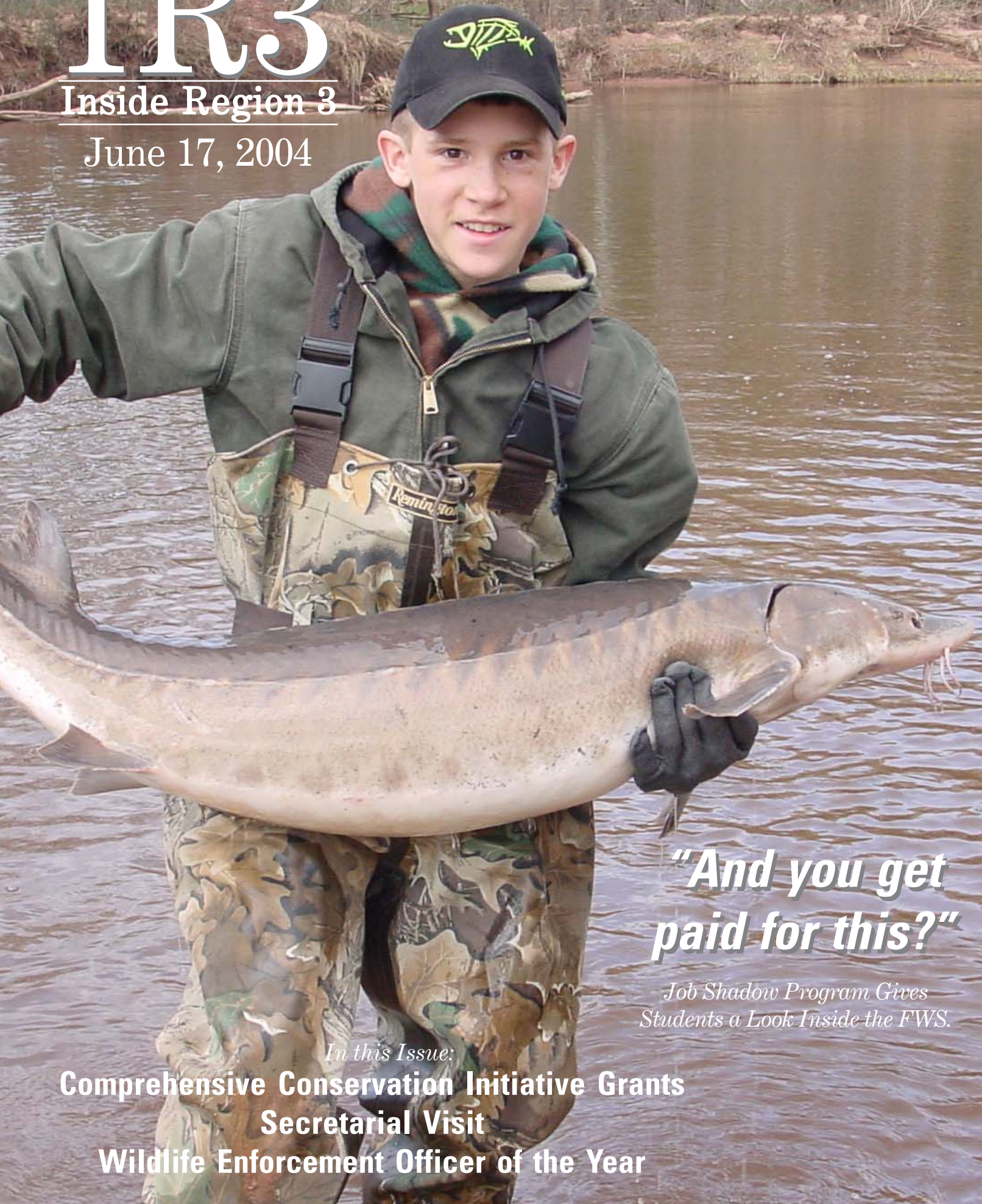


# IR3

Inside Region 3

June 17, 2004

U.S. Fish and Wildlife Service



***"And you get  
paid for this?"***

*Job Shadow Program Gives  
Students a Look Inside the FWS.*

*In this Issue:*

**Comprehensive Conservation Initiative Grants  
Secretarial Visit  
Wildlife Enforcement Officer of the Year**



## Special Agent Tim Santel Named Wildlife Enforcement Officer of the Year

Tim Santel, resident agent in charge of the U.S. Fish and Wildlife Service's law enforcement office in Springfield, Ill., has been named Officer of the Year by the North American Wildlife Enforcement Officers Association (NAWEOA). He is the first Service special agent to receive the prestigious award.

Santel, 39, earned the award for his lengthy undercover investigation of the illegal killing of endangered species, specifically tigers, leopards, snow leopards and the commercialization of their meat, hides and other body parts. The investigation, dubbed "Operation Snow Plow," lasted more than six years, covered more than six states and resulted in the conviction of all 17 defendants (16 individuals and one business) charged with violating several federal wildlife protection laws. Combined, the defendants' sentences have resulted in 80 months in federal prison, 52 months home detention, 2,200 hours of community service, \$75,000 in fines and \$226,000 in restitution to

the Fish and Wildlife Foundation's Save the Tiger Fund.

"The deterrent affect of the convictions and the massive publicity surrounding this case is immeasurable," said Nicholas Chavez, assistant special agent in charge at the Service's Midwest regional headquarters in Minneapolis, Minn. "This is a huge honor for Tim and for our special agents," said Chavez.

Founded at Great Falls, Mont., in 1980, NAWEOA is a professional organization for wildlife and fisheries enforcement officers with 8,000 members in the United States and Canada. Santel will receive his award at the association's annual conference in Winnipeg, Manitoba this July.

"I learned an awful lot during Snow Plow," said Santel, "The hardest part was maintaining the momentum of the investigation throughout an extremely long process. I was away from my family for lengthy periods and that was stressful both emotionally, and physically. But, Snow Plow also

taught me how to balance my family life and my life as a special agent, which is what anyone in this business has to learn if they're going to be successful in both areas."

Santel's first job in government had nothing to do with enforcing wildlife protection laws. After earning a B.S. degree in wildlife science from the University of Wisconsin at Stevens Point, the Illinois native went to work as a microbiologist with the U.S. Department of Agriculture in St. Louis. He joined the Service as a wildlife inspector in Boston in 1989. Two years later, he transferred to his home state of Illinois as a wildlife biologist at Crab Orchard National Wildlife Refuge near Carbondale, Ill. Shortly thereafter, he decided to enter law enforcement.

The success of Operation Snow Plow is still keeping Santel busy. "Because of the publicity we've received on this case I get calls from officers all over the country who are involved in similar endangered species investigations. Somehow, I've become an authority on tigers."

### About the Cover

Bobby Stephenson, a student at Ashland, Wis., Middle School, recently had the opportunity get a close look at a lake sturgeon while job shadowing fishery biologists from the Ashland FRO. Two students worked alongside biologists for a day conducting field surveys.

OK, so working for the Fish and Wildlife Service isn't always this fun. Just so the students get a balanced view of working for the Service, the next two job shadow days will be spent filling out forms and filing paperwork.

### Hail & Farewell

Region 3 is a dynamic organization. Quality employees are continuously coming to the region or leaving for new challenges. Each month, we will do our best to publish a list of new employees, as well as those who have retired. Names are provided by the regional Human Resources Office.

This month, we welcome the following new employees:

**Michael Daughtery**, Crab Orchard National Wildlife Refuge; **Tina Barge**, Reynoldsburg ES Field Office; **Clayton King**, Michigan Private Lands Office; **Corey Lee**, Columbia Fishery Resources Office; and, **Michael Hanan**, Habitat and Population Evaluation Team (HAPET).

This month, we bid farewell to the following retirees:

**Mike Tansy**, Seney National Wildlife Refuge; **Joan Martin**, DeSoto National Wildlife Refuge; and, **Jerry Kuykendall**, Crab Orchard National Wildlife Refuge.

## New Project Leaders Selected at Columbia, Carterville and Crab Orchard

**Columbia, Missouri Fishery Resources Office: Dr. Tracy D. Hill** has been named as the new project leader for the Columbia FRO.

Tracy is currently the assistant project leader at the Alpena FRO, where he was originally hired to assist with restoration of lake sturgeon in the Great Lakes. Tracy worked with many partners to increase the awareness of lake sturgeon and educate the public about this unique native Great Lakes species. Tracy also served as the Region's fish passage coordinator prior to being promoted to assistant project leader. He directly supervised the Great Lakes unit which controls and monitors aquatic nuisance species, restores and rehabilitates natives species, and creates and restores habitats.

Tracy received M.S. and Ph.D. degrees from South Dakota State University and a B.S. degree from Michigan State University.

**Carterville, Illinois Fishery Resources Office: Rob Simmonds** has been named as the new project leader for the Carterville FRO.

Rob is moving from Region 2 where he worked as the assistant project leader for the Arizona FRO for the past five years. As Arizona FRO's lead for Colorado River issues and projects, he worked regularly with partners to resolve problems, identify priorities, develop projects and benefit the aquatic resources in that highly altered system. He also worked on Apache trout recovery, tribal sport fish management, native fish conservation and habitat restoration. Rob also held fishery biologist positions for the State of Virginia and the Corpus Christi FRO.

He received an M.S. degree in Fish and Wildlife Ecology from Oklahoma State University and a B.S. degree in Fisheries and Wildlife Management from Lake Superior State University.

**Crab Orchard National Wildlife Refuge: Dan Frisk** has been named as the new project leader for Crab Orchard NWR. Dan will begin his new assignment on July 25, 2004.

Dan has been the project leader at Ottawa NWR for three years, and previously worked at Pee Dee NWR, Wadesboro, N.C., as refuge manager. Before joining the Service Dan worked for the Department of Defense at Fort Bragg, N.C., as an endangered species biologist.

Dan received his B.S. Degree in Zoology from Northern Michigan University, Marquette and his M.S. Degree in Biology from Murray State University, Murray, Ky.

## New Joint Venture Science Coordinator Named

Greg Soulliere has been selected for the position of Upper Mississippi River and Great Lakes Region Joint Venture Science Coordinator, effective June 27, 2004. The position is located at the Service's East Lansing Field Office in East Lansing, Mich.

Greg has more than 20 years experience in biology and research, most recently as the wetland and waterfowl specialist for the Michigan Department of Natural Resources. Greg has been Michigan's representative on the Upper Mississippi river and Great Lakes Joint Venture Management Board for several years and his expertise

on waterfowl, wetland ecology and wildlife management issues will serve the Joint Venture partners well.

The Upper Mississippi River and Great Lakes Region Joint Venture encompasses most of Region 3's landscape, including all or portions of 10 states (including Kansas and Nebraska).

The mission of the Upper Mississippi River and Great Lakes Region Joint Venture is to deliver the full spectrum of bird conservation through regionally based, biologically driven, landscape-oriented partnerships.

## Quick Bits

**TSP Open Season Ends June 30.**

**Deadline to Register for the "Stepping Up to Leadership" Course is June 24.**

**Enter Your Reports and Read About What is Happening Around the Region by Logging Onto the ARS Website:**  
<http://ars.fws.gov>

**ARS reports listed in IR3 are selected by the accomplishment date. To ensure your accomplishment are listed, enter them into the ARS as soon as possible after the accomplishment is complete.**

## DOI Announces Cooperative Conservation Initiative Grants

On May 24, Department of Interior Secretary Gale Norton announced that DOI is awarding \$21 million in challenge cost-share grants nationwide under President Bush's Cooperative Conservation Initiative to complete 377 conservation projects in conjunction with states, local communities, businesses, landowners and other partners.

The projects involve more than 1,100 partners in 43 states and will conserve, restore or enhance more than 565,000 acres. Overall funding for the projects totals more than \$52 million including the matching contributions of partners.

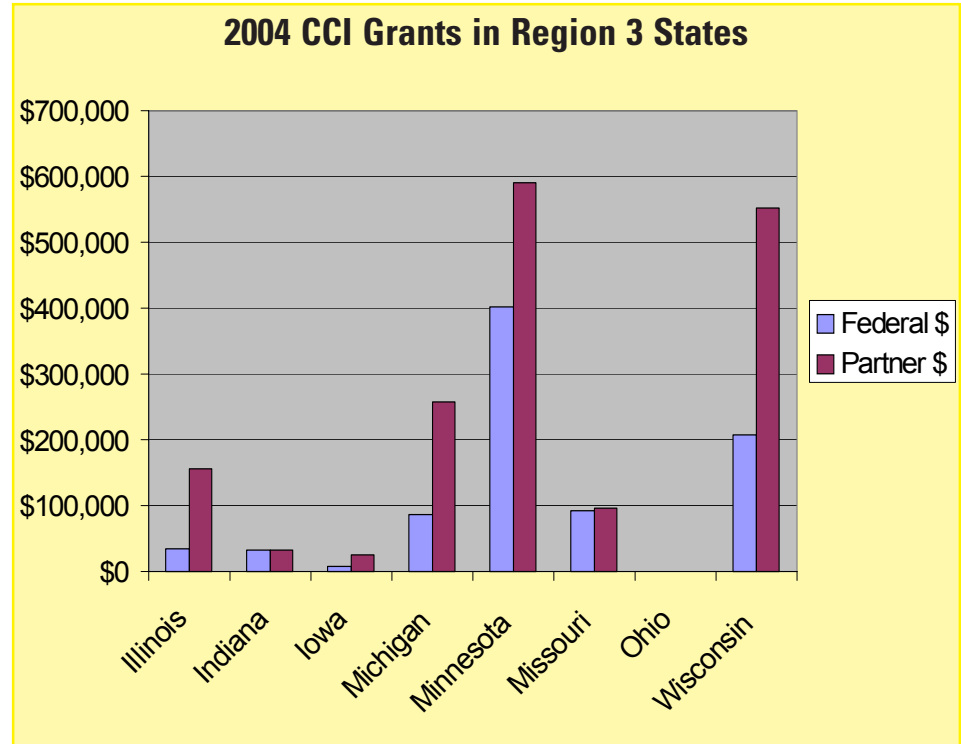
In Region 3, seven states will receive \$864,000 in grants from the U.S. Fish and Wildlife Service and the National Park Service. These federal funds will be matched with a total of \$1.7 million in partners funds to provide nearly \$2.6 million in benefit to natural resources in the region.

"The goal of the Cooperative Conservation Initiative is to em-

power federal land managers to form partnerships within local communities to better care for the land and its wildlife," Norton said. "By promoting these partnerships, we not only leverage federal conservation dollars with private funds

but also tap into the ingenuity and local knowledge of the people who live and work on the land."

A state-by-state breakout of the grants is available on the Interior Department web site, <http://www.doi.gov>.



## Service Partners With Illinois Lt. Gov. for "Rain Garden" Initiative

Illinois Lieutenant Governor Pat Quinn recently announced a new partnership with the U.S. Fish and



- USFWS Photo

Chicago ES Field Office Supervisor John Rogner (left) speaks about the benefits of native plant "rain gardens" at a press conference held by Illinois Lt. Gov. Pat Quinn (right).

Wildlife Service that will establish prairie and wetland habitats — called rain gardens — on school grounds throughout Illinois. The program was funded with a grant from the Service's Partners for Fish and Wildlife Program.

As Chair of the Illinois River Coordinating Council, Lt. Gov. Quinn hopes that, in addition to providing wildlife habitat and educational opportunities, the rain gardens will help reduce runoff that contributes to flooding and sedimentation in Illinois' rivers and streams. "In the past week, communities along the Des Plaines River have suffered from record flooding, which

has disrupted the lives of thousands of families," said Lt. Gov. Quinn. "As we look toward the future, we should encourage the next generation of environmental stewards to use the Illinois Rain Garden Initiative to take control of local flooding and storm water management issues."

Students will work with educators and master gardeners to design and plant the rain gardens at 10 pilot schools. It is hoped the initiative will lead to more than 1,000 new rain gardens across Illinois. *Michael Redmer, Chicago Field Office*



# Secretary Norton Visits MN Valley Refuge During Youth Fishing Day

By Jennifer Stifter, Volunteer Intern, Minnesota Valley NWR

On June 5, Minnesota Valley National Wildlife Refuge, together with many partners, hosted its 14<sup>th</sup> annual Youth Fishing Day. The refuge and its partners were honored with the attendance of Secretary of the Interior Gale A. Norton. Upon her arrival, Sec. Norton stopped by the refuge visitor center and discussed public use activities, exotic species control, prescribed burning and wildfire control issues with refuge staff.

Norton later met up with Assistant Secretary for Indian Affairs Dave Anderson, Bureau of Indian Affairs Regional Director Terry Virden and U.S. Fish and Wildlife Service Deputy Regional Director Charlie Wooley at the refuge Bass Ponds for the Youth Fishing Day event.

During her time on the refuge Norton met with many of the individuals and organizations who contributed to this special day for kids. She viewed various learning stations, including how to bait a hook,

casting techniques, different types of lures — and when to use them — as well as fish cleaning methods.

At one station, members of the Richfield Optimist Club, the Friends of the Minnesota Valley, and Gander Mountain interacted with the children and conducted casting demonstrations to those who were inexperienced at fishing. Both Secretary Norton and Assistant Secretary Anderson cast lures out onto floating targets in the pond. Norton also interacted with children at the accessible dock and met with members of the Hubert Humphrey Job Corp.

Approximately 120 children visited Youth Fishing Day, either with groups or with their family. The children were able to learn more about the art of fishing and participate in the minnow races -- a favorite attraction among the kids. According to Refuge Biological Technician Lindsey Becker, “youth fishing day is an excellent opportunity to explore the refuge, as many

people, especially children, do not know about it. Kids who have never fished, or only have the opportunity during fishing day, can learn proper fishing techniques, as well as interact with the refuge staff and other volunteers and organizations to learn about conservation and what the refuge is here for.”

The Secretary’s visit allowed her



- USFWS Photo by Scott Flaherty  
Interior Secretary Gale Norton is given an overview of Minnesota Valley National Wildlife Refuge by Refuge Manager Rick Schultz.



- USFWS Photo by Scott Flaherty

Assistant Interior Secretary for Indian Affairs Dave Anderson (foreground) and Secretary Norton practice their casting skills at Minnesota Valley Refuge. Norton and Anderson stopped at the refuge before travelling to St. Paul for a “Get Fit With US” event.

to see her priority “four C’s” - communication, consultation, cooperation, all in the service of conservation - in action on the refuge.

The event could not have happened without the sponsorship of members of the community, corporations and government agencies. A few of the main sponsors were American Express, Gander Mountain, Red Lake Nation, General Mills, Friends of Minnesota Valley and the Bureau of Indian Affairs. As this successful partnership continues to grow, so does the public’s understanding and awareness of conservation.

After visiting the refuge, the Secretary joined other federal, state, and local dignitaries to participate in the “Get Fit with US” event in St. Paul to promote outdoor recreation on public land.

# Bigger Fish are (Hopefully) Better

By Nick Starzl, Genoa NFH and Lee Neuman, Ashland FRO

U.S. Fish and Wildlife Service fishery biologists are attempting a new stocking technique this spring to help restore coaster brook trout along the Pictured Rocks National Lakeshore in Lake Superior. Since 1997, the Service has been stocking fall fingerlings into several rivers along the lakeshore. The fish were marked by a combination of fin clips and Passive Integrated Transponder (PIT) tags so that Service biologists could survey the success of the program. Based on findings, biologists are testing a new approach this year and stocked larger yearling fish instead of the smaller fall fingerlings.

The mouth of the Hurricane River was chosen as the test site for the larger fish. Staff from the Service's Ashland Fishery Resource Office, Genoa National Fish Hatchery and Iron River National Fish Hatchery, were joined by staff from Pictured Rocks National Lakeshore and Northern Michigan University to stock the fish. A total of 7,500 yearling, Tobin Harbor strain brook trout ranging from seven to 12 inches in length, were stocked into the plunge pool below Hurricane River Falls. The theory is that stocking these larger fish will result in improved survival and return over the previous stockings.

The yearling fish were originally hatched at the Iron River National Fish Hatchery, 19 months earlier. By January 2003, the little "brookies" were approximately one-inch long and were transferred to Genoa NFH for advanced rearing. Genoa is able to achieve better growth rates by rearing the yearling fish at a constant groundwater temperature of 52 F throughout the



- USFWS Photo

Dr. Jill Leonard (seated) and graduate students from Northern Michigan University surgically implant tags in yearling fish before they are stocked into the Hurricane River.

winter and summer. Growth rates averaged almost 3/4 of an inch per month. Although Genoa has produced coaster brook trout in the past, this is the largest number of yearling fish that have been raised at the facility.

The fish safely made the nine-hour move from Genoa to Hurricane River where volunteers from the community assisted by forming a bucket brigade to move the fish from hatchery trucks to the river. At the same time, Dr. Jill Leonard of NMU and her graduate students installed tags in 280 of the fish. The tagging is a part of the evaluation and follow-up study on the coaster reintroduction at Pictured Rocks designed to evaluate habitat use of the stocked fish. Throughout the following year, Dr. Leonard's students will sample surrounding stream habitats and track the movement of the fish. In addition, stationary scanning systems at the mouths of three streams will continuously record the movement of tagged fish into

and out of Lake Superior. Early results have shown that most of the stocked fish have already entered Lake Superior and are moving along the shoreline. Eight of the 280 tagged fish had moved to the lower part of Seven Mile Creek (about five miles from Hurricane River) within three days of the stocking.

It is hoped that the stocking of larger fish will mean better survival in the wild. The coaster brook trout is a threatened strain of brook trout that is endemic to the Isle Royale region of Lake Superior. Though similar to the inland strains of brook trout, coasters become larger — attaining weights of 4-10 lbs. Overfishing, pollution, and sea lampreys have all contributed to the diminishing number of coaster brook trout in the Great Lakes. The goal of this and other coaster reintroduction programs across Lake Superior is to develop self-sustaining populations of the fish at multiple locations.



## Friends Group Gives Gift of Learning to Muscatatuck

By Georgia Parham, *External Affairs*

Anthropologist Margaret Mead once noted, “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” Proof of Mead’s words stands among the hills and forests of southern Indiana as the Muscatatuck Conservation Learning Center.

Volunteers help refuges in many ways – labor, visitor outreach, biological surveys and projects. The Muscatatuck Wildlife Society Foun-

ation has given this Indiana refuge something even more – a gift that will reach across generations to bring the message of conservation to Indiana children for decades to come.

Eight years ago, the Wildlife Society teamed with the refuge to come up with the dream of a state-of-the-art learning center. The Society, with a long history of support for the refuge, took on the daunting task of raising the half million dollars needed to build the center.

Forming the non-profit Muscatatuck Wildlife Society Foundation in 1997, the group was the driving force behind the creation of the learning center. Members worked tirelessly to acquire grants, raise funds and plan the facility. Boosted by grants from the Nina Mason Pulliam Charitable Trust (\$150,000), Efroymsen Fund, Central Indiana Community Foundation (\$25,000), and fund-raisers ranging from the sale of bricks to a 5K run, the effort to build the center went from dream to reality. Ground was broken on the 100th anniversary of the National Wildlife Refuge System and the center was dedicated on May 8, 2004.

The center was designed by architect David Correll with input from the Foundation’s education committee, made up of teachers, youth group leaders and other educators. It features 3,500 square feet with a large multipurpose room and exhibit space, housing woodland and marsh dioramas, nine interpretive panels, a wildlife kiosk and two interactive exhibit cases focusing on Muscatatuck and the refuge system.

As for the Foundation, its board was named 2003 Muscatatuck National Wildlife Refuge Volunteers of the Year. President Jim Roberts and members continue the Foundation’s mission to “educate, inform and promote the coexistence of wildlife with all living things and the dependence on earth, air and water.” The education committee is busy working to provide hands-on learning opportunities, in line with state academic standards that promote responsibility and respect for the environment at all grade levels.

## Students Get Dirty to Help Restore Habitat

By Ron Knopik, *Minnesota Valley Refuge*

About 110 students from Maple River (Minn.) School District spent three muddy days helping to reestablish seasonally flooded, wet shoreline and emergent native vegetation on the Shelby Waterfowl Production Area in Blue Earth County, Minnesota.



- USFWS Photo

Students from Maple River School District get muddy at Shelby WPA.

The students and other partners planted more than 2,000 wetland plugs in cold, wet, windy and muddy conditions in late May. Staff from the Minnesota Valley Refuge, along with Kari

Christnagel of the Natural Resources Conservation Service, assisted the students and teachers while explaining the importance of wetlands in their community.

Utilizing funds from a Cooperative Conservation Initiative grant, proceeds from a Cooperative Farming Agreement and NRCS Education Grant monies, 45 species of grasses, sedges, rushes and wetland forbs were planted in six basins on the tract.

Five consecutive days of rain prior to the planting days made for difficult working conditions for the students but ideal conditions for the live plants. The wetland plant plugs, still moist from the continued precipitation, were planted in appropriate areas depending on their moisture requirements. In addition to these plugs, 110 pounds of wetland seeds were also purchased and will be planted.

Minnesota Valley National Wildlife Refuge acquired the 160-acre Shelby WPA in 2002 and recently restored nine basins of various types and over-snow seeded the remaining acres to native prairie.

# Prairie Science School Celebrates First Year

## A Celebration of Learning

More than 140 students, parents, partners and U.S. Fish and Wildlife Service staff celebrated the first year of the Prairie Wetlands Learning Center's Prairie Science School on June 5. The Prairie Science School uses the local prairie wetlands ecosystem at the Center as an integrating and motivating context to engage fifth-grade students in science, math, and writing through real world, field-based learning experiences.

The celebration included presentations by several of the students, comments from school district personnel and congratulations from several Service representatives including Region 3 Chief of Refuges Nita Fuller and National Chief of Visitor Services Allyson Rowell. Student's work, including posters about wetlands, decorated the hallways of the Center and parents were given presentations on the year's activities and student led tours of study areas and classrooms.

## The Program

During the 2003-2004 school year, 50 students participated in the program -- spending two hours at the



A variety of unique hands-on learning opportunities keep the students interested and engaged while attending classes at the Center.

Prairie Wetlands Learning Center daily. The rest of their school day was spent at the Fergus Falls Middle School learning the remainder of their traditional school curriculum.

While attending class at the Center, much of the learning time was spent in the field. The environmental education programs traditionally offered by the Prairie Wetlands Learning Center continue, with the Prairie Science Class complementing, rather than replacing, the existing environmental education programs offered to schools and other educational groups.

## Parental Support

The student's parents were very supportive and pleased with the Prairie Science School program. Bringing science and math alive was especially important to many parents, as was seeing students genuinely excited about school. "It used to be, 'What did you do in school today?' and they'd say nothing," said one parent. "Now we don't get that. Now they tell us what they did on the prairie."

## Building a Community of Conservation

For the Service, it is important that students in environmental education programs come away with an increased awareness of our resources -- something that is often hard to do in typical one day field trips to refuges. This



- USFWS Photos

Students spend two hours a day learning about their natural environment. Much of the time is spent in the field experiencing, rather than reading about, nature.

program demonstrates that daily contact with our environment can make a difference. "One day field trips are fun, but students merely scratch the surface of what can be learned. In this program they see the daily changes and look in-depth at issues to see how they effect life on the prairie," said Center Director Ken Garrahan.

## Moving Forward

Future plans include expanding the program next year to include an additional morning and afternoon section for a total of 100 fifth-graders daily. The potential for replication of this program at other school districts and national wildlife refuges is being explored through an evaluation of the program this summer.

In addition, professional internship opportunities, a pre-service teacher training element and graduate coursework in partnership with universities will provide additional training opportunities in integrated field-based instructional methods. *Ken Garrahan. PWLC*



# Testimony, Teamwork and Safety

As this picture shows, May 20 I testified about Great Lakes restoration before a subcommittee of the Transportation and Infrastructure Committee of the U.S. House of Representatives in Washington, DC. I don't pretend to be an expert at giving testimony, but I have attended many hearings of the Resources Committee of the House, which is the Service's "usual" oversight committee, and I am familiar with that location and the Resources "culture." I didn't realize how different things would be in the Transportation Committee until I walked into their large hearing room with its high ceilings and its many rows (like bleachers) of seats and microphones for the Members of Congress. When I was escorted to the witness table, committee staffers fluttered about adjusting my microphone, offering me water and getting me settled. I looked up toward the Chairman and



- U.S. House of Representatives Photo

**"Just take a deep breath and relax..."** Regional Director Robyn Thorson testifies before a congressional subcommittee focusing on restoration of the Great Lakes.

took a deep breath to settle my nerves.

It was an imposing setting, but the hearing went fine, and that's a credit to the people in Region 3 who prepared the testimony, background information, and briefings.

By far the most significant reason that the hearing went well is that my testimony and presence reflected the work of Region 3. Before Congress or any other audience, it is a pleasure and an honor to "tell our story" of FWS commitment and accomplishment in the Midwest. Every day I am proud to represent you — at a hearing, at a meeting, at my desk.

In addition to the Great Lakes hearing, this past month I also attended the Refuges Conservation in Action Summit held at NCTC. Because an upcoming issue of Inside Region 3 will focus on the Ref-

uge Summit I'm holding my comments until then, but it's timely now to share my high regard for the spirit and work of this great gathering.

My closing comment is about my concern and care for you. With the field season in full swing, employees are more exposed to hazards on the ground, in the water, in the air. Those working in offices are feeling the pressure of the last third of the fiscal year. It's a busy time — it's easy to get distracted. Please remain vigilant about safety. You are important to your loved ones, to your colleagues, and to our mission. You are important to me. Remember the TV police drama "Hill Street Blues?" I'll borrow one of its famous lines: "Let's be careful out there."

**Robyn Thorson**



## Conservation in Action Summit

Watch for information and comments from Region 3 staff who attended the Summit to be published soon.

## Accomplishment Reports

The following accomplishments reports were processed between May 14 and June 14, 2004:

1. **STEP Student at Jordan River National Fish Hatchery**  
*Clarice Beckner, Jordan River NFH*
2. **Spring Fish Spawning Demonstrations a Hit with Local School Groups**  
*Doug Aloisi, Genoa NFH*
3. **Dan Frisk Named New Project Leader at Crab Orchard Refuge in Southern Illinois**  
*Scott Flaherty, External Affairs*
4. **Jordan River Hatchery "Reaches-Out" at Bass Festival in Mancelona**  
*Clarice Beckner, Jordan River NFH*
5. **Interior Secretary Norton, Asst. Sec. Dave Anderson Promote Fitness at Minnesota Valley Refuge**  
*Scott Flaherty, External Affairs*
6. **External Affairs Supports Two Events Featuring Secretary Norton**  
*Scott Flaherty, External Affairs*
7. **Neosho National Fish Hatchery's Annual Kid's Fishing Clinic/Derby for 2004**  
*David Hendrix, Neosho NFH*
8. **Sturgeon Trivia and Salmon Migration make big splash at Scout Fest 04**  
*Tracy Hill, Alpena FRO*
9. **Illinois' Lieutenant Governor Unveils Rain Garden Initiative**  
*Michael Redmer, Chicago FO*
10. **Sticks and Stones May Break Your Bones But a Clogged Pipe Will Kill Your Fish**  
*Tracy Roessner, Pendills Creek NFH*
11. **Tim Santel Named 2004 Officer of the Year by International Association**  
*Scott Flaherty, External Affairs*
12. **Ashland Fishery Office Assist Staff at the Iron River National Fish Hatchery**  
*Frank Stone, Ashland FRO*
13. **Colonial Waterbird Investigations Underway - Birds Not Thrilled**  
*Lisa Williams, East Lansing FO*
14. **Whooper Magic Happens Again**  
*s bird, External Affairs*
15. **Thunder Bay River Working Committee Meeting**  
*Tracy Hill, Alpena FRO*
16. **Protocol Implemented to Minimize the Effects of Granular Bayluscide Assessments on Rare Organisms**  
*John Heinrich, Marquette Bio Station*
17. **New Volunteers at Jordan River National Fish Hatchery**  
*Clarice Beckner, Jordan River NFH*
18. **Two More Partners Join Battle Against Sea Lampreys**  
*John Heinrich, Marquette Bio Station*
19. **Brickyard Creek Stream and Riparian Restoration**  
*Ted Koehler, Ashland FRO*
20. **Wisconsin Woodcock Singing Ground Survey - 2004**  
*Ted Koehler, Ashland FRO*
21. **Elementary Students Learn the Art of Angling**  
*Scott Yess, LaCrosse FRO*
22. **Grand Traverse Bay Oil Spill Drill Conducted**  
*Lisa Williams, East Lansing FO*
23. **Helping Veterans Enjoy a Day of Fishing**  
*Scott Yess, LaCrosse FRO*
24. **Students Get Dirty to Help Restore Habitat at Minnesota Valley Refuge**  
*Ron Knopik, Minnesota Valley NWR*
25. **Meeting Held for Legislators Interested in Kalamazoo River Remediation and Restoration**  
*Lisa Williams, East Lansing FO*
26. **Muscatatuck Refuge Helps Coordinate Arbor Day Program at Vienna Finley Elementary**  
*Susan Knowles, Muscatatuck NWR*
27. **Where Once It Was Brush, It Will Soon Be Lush**  
*Michael Redmer, Chicago FO*
28. **Regional Office and Litchfield WMD Employees Attended Diversity Day 2004**  
*Arlene White, ABA (DCR)*
29. **Muscatatuck Refuge Participates on Career Panel**  
*Susan Knowles, Muscatatuck NWR*
30. **Muscatatuck Refuge Participates in IU Law School Seminar on Improvement Act**  
*Susan Knowles, Muscatatuck NWR*
31. **Muscatatuck Refuge Plants 30 Acres of Trees**  
*Susan Knowles, Muscatatuck NWR*
32. **Michigan Wetlands: Celebrating the 25th Anniversary of the Wetlands Protection Act**  
*Heather Enterline, Alpena FRO*
33. **Refuge Journal Newspaper to Tell Story of the Upper Mississippi River Refuge Complex**  
*Scott Flaherty, External Affairs*
34. **Spring Surveillance for Invasive Ruffe Conducted in Lake Huron**  
*Anjanette Bowen, Alpena FRO*
35. **Tomah Fishing Day a Big Success**  
*Scott Yess, LaCrosse FRO*
36. **Alpena Fishery Office Completes Lotus Notes Update**  
*Debra Turner, Alpena FRO*
37. **Diversity and Misc. Updates**  
*Laurie Gucinski, Iron River NFH*
38. **Nicholls / Koshak Wildlife Habitat Restoration Completed**  
*Ted Koehler, Ashland FRO*
39. **Jordan River Hatchery Receives Results of Annual Fish Health Inspections**  
*Clarice Beckner, Jordan River NFH*
40. **Friends of Rice Lake Celebrate Dock Opening**  
*Mary Stefanski, Rice Lake NWR*
41. **New Fish Fudge Recipe Perfected at Jordan River National Fish Hatchery**  
*Clarice Beckner, Jordan River NFH*
42. **Alpena FRO, Alpena U.S. Coast Guard, and Seney NWR Receive CPR and First Aid Training**  
*Clarice Beckner, Jordan River NFH*
43. **Jordan River National Fish Hatchery Fin Clips 1.45 Million Native Lake Trout**  
*Clarice Beckner, Jordan River NFH*
44. **Jordan River Hatchery Cooperation With Native Americans**  
*Clarice Beckner, Jordan River NFH*
45. **New Volunteer At Jordan River Hatchery**  
*Clarice Beckner, Jordan River NFH*
46. **Jordan River NFH Partnerships with Area Agency on Aging**  
*Clarice Beckner, Jordan River NFH*
47. **Pond Cleaning Work Intensifies at Jordan River**  
*Clarice Beckner, Jordan River NFH*
48. **Goedes Fish Health Assessments**  
*Clarice Beckner, Jordan River NFH*
49. **Focus on Fish and Wildlife Newsletter - June 2004**  
*Frank Stone, Ashland FRO*
50. **Another Edition of the MTAN Goes to Print**  
*Frank Stone, Ashland FRO*
51. **Fish Distribution Season Begins With Emergency Shore Stocking**  
*Clarice Beckner, Jordan River NFH*
52. **The Bobcat Returns to Jordan River National Fish Hatchery**  
*Clarice Beckner, Jordan River NFH*
53. **Sewer and Septic Maintenance Smells of Success**  
*Clarice Beckner, Jordan River NFH*
54. **Emergency Hire at Jordan River National Fish Hatchery**  
*Clarice Beckner, Jordan River NFH*
55. **Kids Love Bats!**  
*Lori Pruitt, Bloomington FO*
56. **Muscatatuck Refuge Hosts IMBD Event**  
*Donna Stanley, Muscatatuck NWR*
57. **Protecting the Jordan River Management Area for the Future**  
*Clarice Beckner, Jordan River NFH*
58. **Traverse City Hunting and Fishing Expo a Great Success**  
*Clarice Beckner, Jordan River NFH*
59. **New Internet / WAN connection for Crane Meadows NWR**  
*John Herron, ABA (CSG)*
60. **Hard Hats Required**  
*Angela Baran, Iron River NFH*
61. **The Nature Conservancy and Service Field Stations to Cooperate on Prescribed Burning in Wisconsin**  
*James Ruwaldt, Wisconsin Private Lands Ofc*
62. **Annual Spring Safety Training Completed at Alpena Fishery Office**  
*Anjanette Bowen, Alpena FRO*
63. **Fisheries Friends Group Host Kids Fishing Day at the Genoa National Fish Hatchery**  
*Doug Aloisi, Genoa NFH*
64. **Sturgeon Season Commences at the Genoa National Fish Hatchery**  
*Doug Aloisi, Genoa NFH*
65. **Students Learn Importance of Biodiversity**  
*John Heinrich, Marquette Bio Station*
66. **Big Numbers on International Migratory Bird Day Field Trips at Rice Lake Refuge**  
*Michelle McDowell, Rice Lake NWR*



# It's Worth It!

By Mark Chase

**A**d-min-i-striv-i-a n. 1) seemingly meaningless record keeping, reporting, and paperwork. 2) excessive administrative process. 3) the natural outgrowth and ironically, the sustenance of bureaucracy.

Lately, there has been both regional and national attention on getting a handle on what we have collectively deemed “administrivia.” We at every level, in every program, are bombarded with requirements for information. While I don’t believe it is the *cause*, I do believe that the technological advances of the past 20 or so years are most definitely the *enabler*. The technology that we today take for granted is the double-edged sword. It is the technology that allows us to organize information, transmit it through space, and respond to requests quite literally, at a moments notice. It is these precise advances in technology that have also lead to the proliferation of electronic databases and reporting requirements, quite simply because it is easy.

Don’t get me wrong, I believe that in the creation of these systems, we were collectively, well intentioned. We strove for efficiency and accountability in order to garner credibility that leads to trust. The result of trust, whether from the American public, the Administration, or from Congress, is an enhanced capacity to deliver our conservation mission on the land – the reason we work at all. Somewhere along the line; however, things simply got out of hand. More and more requirements came on line, most often with little or no integration to the existing systems, and most requests became additive to the ones that came before. Now I don’t have the answers, and at the risk of this deteriorating further, I am going to leave the tales of woe of the beast we call administrivia.

I begin this article with this discussion only because I believe this issue is one of the single greatest frustrations we face in our public service as employees of the United States Fish and Wildlife Service. Everyday, I hear about the frustrations from somewhere. Everyday, I experience the frustration, at some level,



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myself. I have a “to-do” list that rarely gets smaller and almost always contains an inordinate amount of tasks that I must accomplish sitting right here in this chair, staring at the screen, pecking the little keys with the index fingers of either hand (an aside: this typing scheme is officially known as the *Columbus Method* - find it, and land on it). For most of you reading this, the only difference is the typing method.

So, why do we do it? Why do we put up with the bureaucracy that is inherent in our jobs? Why do we put up with the frustrations and the stress it brings? From the field, to the regional office, to the Washington office as well, we tolerate it, I suspect, simply because at the end of the day, **it is worth it!** The payoff of being a steward of the land and being a voice for the resource outweighs the tribulations of the bureaucracy run amok. The payoff, and indeed privilege, of working for an entity whose mission is consistent with our personal core values, quickly reduces the “administrivia” beast to a mere distraction.

Again, don’t get me wrong, “administrivia” is a problem; however, when we tackle the issues within the context of the greater mission, it is easier for me to accept some of the burden, and to frame the negative as constructive.

As I travel around the Wetland District and see the newly-hatched duck broods, I am reminded that they don’t care about my administrative workload. In fact, aside from acknowledging my presence by swimming to the other side of the wetland when I drive up, they have no idea that I, nor any of you, even exist. Yet their very lives and the future of their kind depend largely on our actions; on our ability to deliver on the mission regardless of the administrative, or any other, distractions that may exist.

## Have a View You Would Like to Share?

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