

Editor: Diane Brinson

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Help with game bird brood ten week surveys while out and about

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Since 1970, department personnel have recorded game bird broods they've observed while afield performing their regular work duties. This information has proven valuable in the past in estimating the productivity of our upland game birds and in making predictions for the upcoming hunting seasons. ["Ten Week Brood Observations"](#) provides a survey abstract, methods used and results.

The Wildlife Surveys Section of the Bureau of Science Services again is asking for your help in recording game bird brood and mammal observations in 2012 (10-week game bird brood survey M.C. 2310.5). The survey period for 2012 is June 10 through August 18. In general, field personnel, work crews and anyone else that may work out of the office should participate in this survey. If you don't work or otherwise spend time in the field but know of others in your program who do, alert them of this survey.



Quails, such as this pair, are included in the "Ten Week Brood Observations." DNR Photo

Instructions are simple, just record all game bird broods seen in the course of regular working hours as a DNR employee. This includes driving to and from work sites or field offices. The upland game birds to watch for are the gray partridge, pheasant, ruffed grouse and wild turkey. Just use the tally sheet to keep track of your brood observations during the survey period; you can print a [tally sheet](#) scroll down.

Record the date of the observation, the county, species seen, number of hens, number of young, and if you felt you counted only part or all of the brood (complete count No/Yes). Brood size information will be used to check other brood size surveys for turkeys and as an indicator of production for all of the species.

A reporting form will be made available on "E-Forms" at the end of the 10-week observation period. Use this form to summarize and report your sightings for the survey period. Don't use the tally sheet as a reporting form.

Keep track of live or road kill sightings of the following mammals: bobcat, badger, fisher, pine marten, otter, red and gray fox, coyote, bear, white-tailed jackrabbit and wolf. Use the [mammal tally form](#) to record your observations.

Email any questions you have about this survey to Wildlife Surveys Coordinator [Brian Dhuey](#), or call him at 608-221-6342. The Bureau of Science Services thanks in advance those helping out with these wildlife surveys.



Managing expectations during Windows 7 computer migration

By: Annette Geringer, Bureau of Technology Services

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Windows 7 project migration update

With some experience under its collective belt, the Windows 7/Office 2010 team now can better help you manage your expectations before, during and after your computer receives the new operating system and office suite. So far, computers at many locations statewide no longer are operating with Windows XP and Office 2003.

As a reminder, the "DNR CAL DW W7 SUBNET MIGRATION" Outlook Calendar is available to

track migration progress.

Here are some of the things you can expect during migration of your computer:

- If your software has passed Windows 7 testing, it will be reinstalled. If you have questions about which software is tested, contact your information technology coordinator (ITC).
- Your computer will be unavailable during the migration process for at least four to six hours.
- If migration occurs during your scheduled work hours, you should plan to do paperwork or similar non-computer based activities.
- The final stage in the migration restores your data.

After the migration, if you have any questions or problems, contact the Windows 7 Help Desk at 608-266-3694

The Project Team is creating a survey to monitor user satisfaction and help improve migration processes.

Streamlining the migration process was made possible by the efforts of the Windows 7 Project Team, ITCs and RIMS over the last year and a half. A couple of months ago, 60 machines were migrated; more than 500 computers migrated in May. We have 1,697 machines migrated out of a total of more than 4,000 agency computers, with plans to surplus one-third of them. Migrations are occurring daily with consistent success and no widespread failures. The project is scheduled to be completed by the end of this calendar year.

Still, every now and then isolated failure occurs. Anything from a hardware failure to a network "hiccup" during the migration process can yield such a problem. This is normal, unavoidable, and to be expected from the project's perspective. The migration team asks that you have patience with your support team should they run into any problems. There's a logical and rapid response method to get you up and running as soon as possible.

Thanks to the Windows 7 Project Team, the Bureau of Technology Services, ITCs, RIMS and Customer and Employee Services Division Administrator **Julie Sauer** for their hard work in making this project a success.

Footnote: *Annette Geringer is the Windows 7 project communications lead.*



Warden Lundin is Law Enforcement Officers Region 5 Torch Award recipient

By: Randy Stark, Bureau of Law Enforcement

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Conservation Warden **Andy Lundin**, Green Bay, recently received the North American Wildlife Law Enforcement Officers Association (NAWEOA) Region 5 Torch Award.

The NAWEOA presents the prestigious Torch Award each year to one warden from each of its seven regions with less than five years of service who is demonstrating outstanding performance across all aspects of the warden job. Lundin joined the DNR warden force in

January 2008, and he was assigned to the Green Bay West station that December.



Andy Lundin is this year's recipient of the Torch Award. DNR Photo

As part of the Green Bay Warden Team, Lundin has earned the trust and respect of his coworkers, demonstrating a sincere desire to ensure the protection of our natural resources and the safety of those who use them. Here are some highlights of Lundin's well-rounded program:

- Thrill killing case: In 2010/2011, Lundin led a successful investigation into a "thrill killing" case that resulted in the apprehension and conviction of 12 people who illegally killed and left for waste numerous raccoons and deer. The animals were either clubbed to death or run over by a vehicle.
- Operation Treed: Lundin assisted the US Fish and Wildlife Service with a high profile case involving a number of state wardens and federal agents.
- Illegal wetland fill: In a recent environmental case involving the illegal filling of a wetland, Lundin effectively facilitated communications among the water program staff, environmental enforcement staff and the defendant. A follow-up message from the lead enforcement specialist stated that "this case would not have been successful without the assistance, direction and professionalism of the warden staff."
- Hmong Hunter Education Course: Lundin assisted with the first-ever Hmong Hunter Education course held in the Green Bay area. This is part of a larger initiative to bring new people from all cultures into the outdoors.
- Bear in the city: Lundin worked with local law enforcement agencies to coordinate the capture, transfer and release of a bear that found its way into the City of Green Bay.
- He recently achieved certification as a field training officer (FTO).
- "International Game Warden Magazine:" Lundin was on the cover of the spring 2012 "International Game Warden Magazine" along with an associated article that relayed his success in a poaching investigation that involved the use of some recently learned interview and interrogation techniques.

These highlighted accomplishments, and more, represent Lundin's work in advancing all six of our strategic goals. Equally important are the relationships he has established with his

coworkers, other agencies, organizations and the local community he serves.

Footnote: *Randy Stark is the director of the Bureau of Law Enforcement and chief warden.*



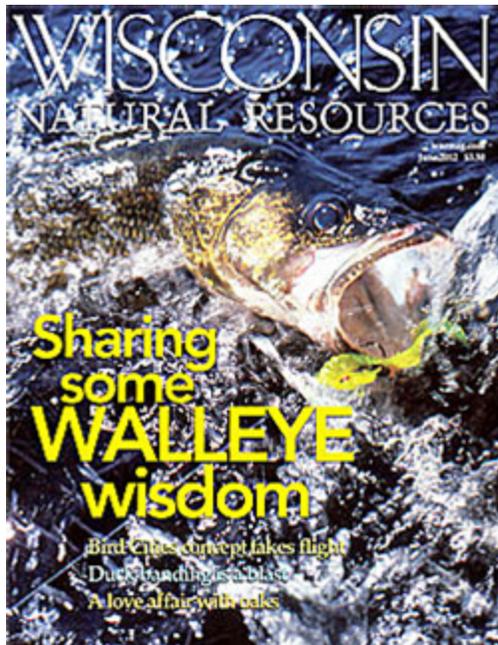
Fishing for fun outdoors? Look to Wisconsin Natural Resources magazine

By: Natasha Kassulke, Office of Communication

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The cover story in the June issue of [Wisconsin Natural Resources magazine](#), "Sharing some walleye wisdom," features tips from a veteran angler to get people excited about chasing walleye, along with some advice for how to land ol' marble eyes.

Tick season came early and with that emergence is a concern for Lyme disease. Our story, "Tiny menace," provides steps for reducing your chances of getting Lyme disease.



The cover of the June 2012 **Wisconsin Natural Resources** magazine. DNR image

"Fishin' for pike with Frank and Mike" pays tribute to those people in our lives who have taken the time to teach us how to fish.

Duck banding takes center stage in a feature about the Grand River Marsh Wildlife Area, "Thirty years and nearly 35,000 ducks later." The Department of Natural Resources relies on volunteers to keep the program alive.

"Reinforcing a foundation in oak" stresses the importance of oaks in the ecosystem and cites reasons the author is concerned for the future of oak growth.

"Building Bird Cities" shows why the designation of a Bird City Wisconsin can be a feather in a community's cap. This summer, the program's distinctive street signs will help welcome

residents and visitors alike to 50 communities statewide.

June is Invasive Species Awareness Month in Wisconsin. Readers will learn how they can help stop the spread of known invaders and prevent the introduction of new species in "Slow the spread by hand and tread."

"Creature Comforts" celebrates the motley turkey vulture and its role as nature's recycler. "Traveler" visits the Fox-Wisconsin Heritage Parkway that cuts across the state and provides a glimpse into our rich and vibrant past.

Remember to consider the magazine as a thoughtful, inexpensive gift that can share what you value about the outdoors with family, friends, customers and professional colleagues. Six colorful issues are delivered to reader's doors all year for less than \$1.50 a copy. Year-round, the magazine shares ways and places to enjoy the Wisconsin outdoors for only \$8.97. Subscribe toll-free at 1-800-678-9472, online at the [magazine's](#) website or by mail. Subscription blanks and single issues also are available from the department's circulation office at P.O. Box 7921, Madison, WI 53707.

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



Republicans retain status quo in Assembly; Senate leadership changes hands

By: Paul Heinen, Office of the Secretary

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The election on June 5 resulted in a split Legislature, with the Assembly remaining in the hands of Republicans, and the Democrats assuming the majority of seats in the Senate. Canvassing in Racine County declared Democrat John Lehman the winner following a close race with incumbent Van Wanggaard. Plans are underway for the new Senate Majority Leader Mark Miller to meet with new Minority Leader Scott Fitzgerald to work out transition details.

Since the Legislature is officially out of session until January, the structure of the two houses doesn't mean much. DNR does have some general permits and Stewardship purchases up for legislative review between now and January, however.

The November election will determine which party will assume leadership of the Assembly and Senate for the next two years. Of course, choosing the president and a replacement for retiring Senator Herb Kohl will occur at the same time.

June 5, 2012 election results:

- **Governor:** Scott Walker
- **Lt. Governor:** Rebecca Kleefisch
- **Senate District 13:** Scott Fitzgerald
- **Senate District 23:** Terry Moulton
- **Senate District 29:** Jerry Petrowski
- **Senate District 21:** John Lehman

Footnote: *Paul Heinen is a policy initiatives advisor in the Secretary's Office.*



Worth 1,000 words...images of us at work

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Students learn a lesson from DNR stream ecologist



Prairie Elementary School students worked with Mike Miller to analyze samples of living invertebrates collected from Six Mile Creek by using a [biological index](#). Because mayflies, caddis flies, riffle beetles, damselflies and a few other types of relatively environmentally-sensitive animals were found, the students determined that the creek is in "good" condition. Miller concurred. DNR Photo

Earlier this year, Streams/Lakes Water Quality Biologist **Mike Miller** in the Bureau of Fisheries received a letter from the third grade Go Green Club at Waunakee's Prairie Elementary School asking if there were any necessary requirements or permits needed for the club to pick up trash along Six Mile Creek in Waunakee. Given the students were interested and active in environmental issues, Miller thought it would be fun to take them streamside to assess the health of the creek.

Jo Ellen Howard, school counselor, provided the mission statement for the Go Green Club. "Our mission statement is the following: We want to promote an awareness of the environmental issues facing our Earth and to foster a sense of involvement to care for the environment. We want to encourage others to become involved in taking steps to keep our Earth clean."

DNR partners with tree farm for Arbor Day event



Students learn tree anatomy in the engaging Project Learning Tree activity called "Tree Factory" with Coordinator Janet Hutchens (on left wearing blue jacket with back to camera). DNR Photo

Projects PLT/WILD/WET State Coordinator **Janet Hutchens**, Office of Communications, and Forester **Nick Koltz**, stationed in Janesville, partnered with the Arington Tree Farm near Cambridge for an Arbor Day event. Elementary school students from Cambridge and Madison participated by moving through four learning stations and planting a tree.



Although chilly, students watched intently as Forester Nick Koltz planted a two-year old red oak at the tree farm. DNR Photo

For more information about the day, read ["Arbor Day Celebration at Arington Tree Farm."](#) (After opening link, right click on story and rotate clockwise.)

Hutchens received the following note from tree farm owner Holly Schnitzler: "Thank you everyone for making Arbor Day 2012 at Arington Tree Farm a success! Despite the chilly temperature, everyone had a great time. Thank you for each of your contributions in putting together an educational and fun morning! We look forward to working with you all next year

Koltz summed up his time spent with the kids: "The young students were definitely

appreciative, learned a lot, and enjoyed the experience.”

Lapham Peak’s Hausmann Nature Center opens



Ribbon Cutting: (L to R) Dr. Gregory Thornton, Milwaukee Schools superintendent; Pahle and Scott Hausmann (daughter and son of Dr. Paul and Bernice Hausmann); and Kurt Thiede, administrator of DNR Division of Land. DNR Photo

The Lapham Peak Unit of the Kettle Moraine State Forest (KMSF) hosted the naming dedication and ribbon cutting of the new Hausmann Nature Center. Held in conjunction with State Parks Open House Day on June 3, Land Division Administrator **Kurt Thiede** provided remarks on behalf of the department.



Milwaukee Public Schools (MPS) and DNR staff: (L to R) Ann McGinnity and Randy Kohl, MPS Division of Recreation; another MPS staff member (name unknown); and KMSF Lapham Peak Unit Property Manager Brett Johansen. DNR Photo



DNR Visitor Services Associate Marlyn Winter (left) joined visitors in the Children's Activity Area. DNR Photo

Renovation of the house built and donated by Dr. Paul and Bernice Hausmann began in 2010. Many of the original home design features, most notable the outside rock wall and window shapes, were retained. DNR has a lease agreement for the operation of the facility with Milwaukee Public Schools' Division of Recreation to allow students to visit the center for environmental classes and field trips. There they'll learn about glacial topography and outdoor programs studying wildlife, birds, prairies and insects. Outside groups can use the center for meetings and conferences. Friends of Lapham Peak will keep the building open to the general public on weekends.



Around the state...DNR employees shine

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Central office success story

To Waterway Statewide Policy Coordinator **Martye Griffin**: "I want to thank you so much for speaking at the WTBA (Wisconsin Transportation Builders Association) meeting last week (June 4). The presentation was very informative and well received. We certainly appreciate you taking the time to help us better understand the Chapter 30 regulations. We look forward to working with you and the department on future Chapter 30 permitting. Again, thank you so much." *Tara Wetzel, Mathy Construction Company*

Northeast Region success stories

- "Many thanks to staff that participated in an informational meeting and hearing for Kinnard Farms expansion project/permit reissuance held on May 23rd. Thanks to **Michelle Farley** (Air Management), **Liz Heinen** and **Janelle Merry** (Drinking Water and Groundwater), **John Huff** (Wildlife Management), **Jim Doperalski** (Integrated Science Services), **Jay Schiefelbein** (Watershed Management), **Gretchen Wheat** (Watershed Management) and **Tom Bauman** (Watershed Management). I appreciate working with such great co-workers always willing to

help out when needed. Thanks again.” **Casey Jones**, *Watershed Management*

- "I coordinate the Fishing Camp portion of the Wisconsin Outdoor Youth Expo in Beaver Dam. Each year we educate 3,000 to 5,000 4th and 5th graders from around the state about fish, fishing, and aquatics over two days! I have been very pleased to have the AIS (aquatic invasive species) team be a vital part of the camp in the last year or so. **Jennifer Steltenpohl** sent me down a fantastic crew that worked tirelessly to educate wave after wave of kids about aquatic invasives and what they can do to prevent them. I want to bring to your attention the exemplary staff of **Chris Kolasinski**, **Matt Hager**, **Anna Moyer** and **Christina Wolbers**. Their knowledge and expertise of AIS, and their ability to make the educational activities fun was a huge success at the expo. This topic is very important to the well-being of our aquatic environments more so now than ever before, and they did a fantastic job of presenting it and your bureau. Andrew Karleigh the Fond du Lac County AIS coordinator was also a welcome addition to the team's expertise. It is always great to work closely with other partner groups to get important messages across. Thank you for allowing them to be a part of this incredible event, and I hope that I can work with them again next year! Please send this message on to anyone appropriate. **Mark Baldock**, *fisheries technician, Southeast Region*

- **Brenda Nordin**, recently a water resources specialist in Oshkosh, received this [kudo](#), which was submitted with the comment: "Even a thank you from an enforcement action!"

- To **Jonathan Wright** (air engineer, Oshkosh): "Your immediate response to our needs and guidance throughout the process was greatly appreciated. In addition to being carried out in a timely manner, the project was completed without compromising the safety of the environment. We thank you for your effort and diligence. *David Paulus Jr., Neenah Paper, mill manager*

- To Warden **Mike Neal** (Sister Bay): "I would like to sincerely thank you for speaking with our association last Saturday. Your talk was both interesting and informative. I had many comments after the meeting of how pleased folks were with your talk. Many folks now have a better understanding of your job and the efforts of the DNR in areas other than hunting issues or issues that are more news worthy. We really appreciated the time you gave to our group. We would like to give you a gift and realize that perhaps you are not personally allowed to accept a monetary gift, but could we make it a donation to a non-profit group that you would like to designate? I was thinking of the Dive Team you spoke of. Please let me know what group you would like to contribute our gift to. Thank you again." *Joan Gilbertson, Harbor Ridges Association*

- **Don McKinnon**, Potawatomi State Park superintendent, received the following from a Whitefish Dunes customer: "Earlier this week we christened our spring return to Door County with a visit to Whitefish Dunes State Park. Of course the beauty of the natural areas of the state parks is at the core of what makes them such treasures.

"Enjoying our picnic under the evergreen canopy, while taking in the beauty of Lake Michigan and its Door County shoreline at Whitefish Dunes, was a treat in itself. Wonderful collection of nature books to be found there. We want to thank those responsible for consistently keeping the shelves lined with such interesting, informative and inviting materials for those of all ages.

"And finally we must mention the very welcoming, friendly, engaging woman who greeted us last Tuesday in the park office with cheerfulness and genuine helpfulness as she helped us obtain our annual state park sticker and book purchases.

"What a positive introduction to spring in Door County!"

Northern Region success story

Dear Friends at the Wisconsin Department of Natural Resources: "We would like to thank you for generously donating education materials to the OSLC community cleanup. It was a very fun afternoon and we were able to clean up 298 pounds of garbage from Superior, WI neighborhoods. Enough money was raised to donate \$375 to the ELCA (Evangelical Lutheran Church in America) World Hunger Water Project. This was all possible because of support from wonderful businesses like yours. Thank you again for your support!" *Our Savior's Lutheran Church Sunday School*

South Central Region success stories

- **Brad Bates**, ranger-assistant property manager with the Green County Unit, received this note from a satisfied visitor: "I would like to thank you for your assistance in trying to coordinate a longer stay at New Glarus as well as finding us an alternate site for the weekend. Blue Mound was awesome and the weather coordinated to make it a Memorial Weekend that the entire group enjoyed and will remember. We understand you went above and beyond what was required and we thank you for it!"
- **Lake Kegonsa State Park staff** received the following on a guest comment card: "This is the nicest park I've ever been to. Each and every site is amazing. The staff has been wonderful. The DNR agents made us feel completely safe and welcome. Thanks for a wonderful time. We'll tell our friends and be back."

Southeast Region success story

Regional Director **Eric Nitschke** complimented **Eric Amadi** (hydrogeologist) and **Peter Wood** (water resources engineer) for a complimentary [letter](#) sent to Secretary **Cathy Stepp**: "Well done with your efforts in South Milwaukee. It's even more impressive that you have an attorney complimenting a hydrogeologist and engineer. In seriousness, keep up the good work!"

Statewide success story

To Bureau of Endangered Resources Acting Director **Scott Hull** and **Rebecca Schroeder**, who supervises **Adrian Wydeven**: I'm just writing to say that I've really appreciated Mammalian Ecologist Adrian Wydeven's contributions in the wolf rule/quota/permit process. Adrian has done a great job with his part of the public presentations and answers to questions too. **Bill Vander Zouwen Jr.**, chief, Wildlife Ecology Section, Bureau of Wildlife Management

West Central Region success story

Mark Burmesch, regional enforcement leader, submitted a thank you [letter](#) and email message regarding Law Enforcement Supervisor **Scott Bowe's** assistance: "Hi, Scott. Thanks for your help with the Angler Ed-Venture event this past Sunday. I always appreciate your involvement in the programs we offer.

"Again, THANK YOU so much! Also, please extend my appreciation to Justin (**Wershofen**, warden water guard) as well." *Andrea Smith, community education coordinator, Cornell/Lake Holcombe 21st Century Community Learning Centers*



Partners for Clean Air recognizes organizations for improving air quality

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Southeast Regional Director **Eric Nitschke** recently presented awards to three Wisconsin organizations on behalf of the Wisconsin Partners for Clean Air (WPCA). These organizations voluntarily made efforts to improve air quality in Wisconsin, and in one winner's case, across the nation.



(L to R): DNR Secretary Cathy Stepp; Frank Nicosia and Dana Sibilski from MGIC; Michael Army with the Leonardo Academy; Kate Nelson, University of Wisconsin-Milwaukee; John Rogers, also with the Leonardo Academy; and Southeast Region Director Eric Nitschke posed after the award presentation. DNR Photo

WPCA is a coalition of more than 300 businesses, community organizations, schools and government agencies committed to improving air quality through voluntary action.

The organizations received their awards at the 2012 Clean Air Extravaganza at Gateway Technical College in Racine on Thursday, May 24. The extravaganza celebrates the accomplishments of Wisconsin businesses and organizations that have improved air quality by reducing emissions from their facilities and fleets, improving energy efficiency, providing employee commuter options and developing ways to educate the public about air quality issues.

WPCA recognized the following organizations:

- **Mortgage Guaranty Insurance Corporation (MGIC)** received both a Recognition Award and the Commuter Champion Award for their comprehensive energy reduction measures and offering commuter benefits to employees. MGIC is the nation's largest private mortgage insurer as measured by \$169 billion primary insurance in force covering 1.1 million mortgages as of March 31, 2012. MGIC serves lenders throughout the United States, Puerto Rico and other locations. The MGIC headquarters in Milwaukee employs approximately 700 people.

DNR Program and Planning Analyst **Peter McMullen** in the Air Management program is helping MGIC with their new Green Tier agreement (Tier 1). He's the DNR point-of-contact for the agreement.

- **University of Wisconsin-Milwaukee** received a Recognition Award for their commitment to energy improvements.



(L to R): Jerry Medinger of the American Lung Association and former supervisor of the DNR transportation team; Erin Lee, WPCA chairwoman/coordinator for Fight Asthma Milwaukee Allies; and Huda Alkaff of the Wisconsin Interfaith Power & Light and Islamic Environmental Group gathered in front of the American Lung Association booth. DNR Photo

- **Leonardo Academy** received a Clean Air Stewardship Award for their extensive assistance to other companies nationwide that led to limitless emission reductions.

Leonardo Academy is a charitable nonprofit organization that develops integrative sustainability solutions designed to enhance the environmental stewardship, social responsibility and economic prosperity of organizations, corporations and individuals.

Jessica Lawent, air management specialist in the region, works with Leonardo Academy on their diesel programs. Already in the business of helping fleets reduce emissions, she worked with the academy to obtain grant funding so it can reach out to and assist more fleets.

You can read more about these award recipients on the [WPCA](#) website.

Also, read about last year's honorees in the June 30, 2011 "Digest" story "[Local Milwaukee businesses honored for improving air quality.](#)"



Links of interest...don't miss them

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- **Titles & links:** "[Dr. James Kroll](#)"

"Capitol Report: "[Deer hunting Texas style? Walker administration says 'no'](#)"

Description: At Gov. Scott Walker's direction, the Department of Administration contracted with nationally-recognized deer management expert James Kroll to conduct a study on Wisconsin deer management and recommend steps to improve the process now administered by DNR. This video was prepared to dispel speculation, as reported in the "Capitol Times," that one of Kroll's recommendations would be to offer public hunting lands for sale to private landowners, limiting access by hunters.

- **Titles & links:** "[DNR announces proposed wolf hunting and trapping rule, quotas and permit levels](#)"

["Gray wolf in Wisconsin"](#)

Description: The department's wolf webpage recently went live, providing Wisconsin citizens preliminary information on the 2012 hunting and trapping season, quotas, wolf zones and more. A news release on June 6 spread the word statewide about the goals of the first wolf hunting and trapping season in Wisconsin

Title & link: ["Air, air everywhere 2012 poetry contest—winners announced"](#)

Description: DNR held a poetry contest this May to celebrate Clean Air Month. Third through fifth grade students across Wisconsin completed an activity from DNR's "Air, Air Everywhere" activity guide, and wrote poems and riddles on what they learned about our air. Learn who the winners were here. And, if you know or work with teachers, tell them about the activity guide.

• **Title & link:** ["Landscapes"](#)

Description: The first edition of the Land Division's newsletter "Landscapes" starts out with a message from Administrator Kurt Thiede. A leadership member profile, kudos, hot topics, operations update and personnel news will be standing features of this bi-monthly publication.

• **Title & link:** ["Wisconsin's Green Tier welcomes Flambeau River Papers"](#)

Description: With over a hundred year history of producing fine writing paper, Flambeau River Papers continues the tradition by implementing programs which will improve environmental conditions while increasing energy efficiency.



Public affairs manager sums up sentiments of many upon director's retirement

By: Ed Culhane, West Central Region

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Shortly after I arrived in Eau Claire to join the DNR, my mother, then 81, expressed a desire to see the new places where I was living and working. So she took an Amtrak train out of Chicago, and I met her at the Tomah station, and as soon as a passer-by jump started my old Beemer, I drove her up here. (Eau Claire)

The next day I'm showing my mom around the office and **Scott (Humrickhouse)** must have heard about it, the way he always seemed to know what was going on, and he came shooting out of his office and makes a beeline for us and offers my mother his hand and says, "You must be Mrs. Culhane."

Then he tells her, "I want you to know how happy we are and how fortunate we are to have Ed join the team." And he clearly meant it.



West Central Region employees presented this plaque to retiring regional director Scott Humrickhouse. DNR Image

So we're walking down the hallway, and my mother is positively glowing beside me, and I'm thinking, "OK, I walk through fire for this guy."

So we fast forward four and a half years and Scott has given short notice of his impending retirement. **Laurel Steffes**, director of the DNR Office of Communication, called me and I could hear the concern in her voice.

Scott had been leading the region for a long time, she said. She wanted to know if staff members were panicking.

The question took me by surprise.

"Um, Laurel," I said. "This is not a group of people that panics under any circumstances. It's not in their nature. The only one who is panicking around here is me, and I'm trying not to show it because I'm pretending I'm just like them."

Taken as a group, the staff of the West Central Region exudes a quiet competence, and I think this, at least in part, is a reflection of Scott's personality and his skill as a manager. Scott, more than most bosses I've known, leads by example.

We don't go for a lot of internal politics around here. We don't stand around whispering about co-workers, or at least not so as you'd notice. We back each other up, and we get the job done, and we do it without drama or fanfare. Scott treated each of us with respect. He trusted us to do our jobs and pursue the mission. His persuasion was gentle, his praise genuine and effusive.

You know, when your boss treats you with dignity and expresses confidence in your skills and judgment, you end up thinking, "Hey man, I've got to pick up my game." And you find yourself emulating these attitudes in your relations with co-workers and before long, in spite of yourself; you've accidentally morphed into a better person.

With Scott's leadership and support, the DNR staff of West Central Region has had tremendous mission success. But, that isn't what this particular plaque is about.

This is a simple "thank you" from your team, a token of our gratitude. Thank you for your honesty and your integrity. Thank you for being a leader we can admire. Thank you for

being a great boss. It was a great ride.

Footnote: *Ed Culhane is the public affairs manager for the West Central Region.*



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