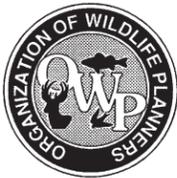


Inside This Issue:

- ◆ The Annual Meeting
- ◆ Help for Developing CWCPs
- ◆ Regional Reports
- ◆ Committee Updates
- ◆ Get Involved in OWP
- ◆ And more!

 PRINTED ON RECYCLED PAPER



C. Kolus
OWP Newsletter Editor
1440 Edora Rd. #20
Fort Collins, CO 80525

Management TRACKS

Spring 2003
Vol. 17 No. 1

News from the Organization of Wildlife Planners

The 25th OWP Annual Meeting and Conference Managing across boundaries

By Cheryl Kolus

Webster defines *boundary* as “something...that indicates or fixes a limit or extent.” Unfortunately, state fish and wildlife agencies must deal with limits and fixed extents every day as they struggle to manage the fish and wildlife in their state in ways that benefit a variety of species and a variety of user groups. For wildlife management professionals, boundaries usually cause more problems than they solve. But there are ways to manage across boundaries, and the OWP invites you to come to the 2003 Annual Meeting and Conference in Sedona, Ariz., May 3-7, to learn how.

Fish and wildlife, of course, don't know when they're crossing state or international lines. Yet state and provincial agencies typically are only responsible for managing the species within their boundaries. To be effective, a variety of groups must be able to work together to develop management plans for species and populations that move in and out of their management areas. In the *Wildlife Across Boundaries* session of the Annual Meeting and Conference, management implications of migratory species will be discussed, and examples of international, interstate and state-tribal cooperative management successes will be presented.

Another session, *Crisis Across Boundaries*, will delve into the problems presented by wildlife diseases, like chronic wasting disease, West Nile virus and EHD (epizootic hemorrhagic disease) that know no boundaries. The session will also present ways in which various groups have come together to help tackle the diseases.

But boundaries aren't only jurisdictional. What about sociological boundaries among groups with interests as varied as hunting, species recovery, subsistence hunting and angling, states' rights and private rights, and bioengineering? These issues will be discussed in the *Conflicts Across Boundaries* session. Brian Stenquist (Minnesota Department of Natural Resources) will talk about his experiences as he facilitated a task force trying to remedy conflicting uses of OHVs in state forests.

“We crossed all kinds of boundaries,” Stenquist said. “Boundaries relating to public lands, politics, recreation, interests, organizations, even trust. And of course, most task force members were ‘citizens’ of more than one boundary, so it was fascinating to facilitate discussions that were this rich in complexity.”

Opening up the conference and keeping in tune with the “Managing

Across Boundaries” theme will be keynote speaker Jim Buster. Buster is a former Arizona legislator and is now a lobbyist for the Arizona Department of Environmental Quality. He'll be sharing the secrets of state politics with meeting attendees.

As budgets continue to shrink and interagency cooperation becomes even more important, the information to be presented at the 25th OWP Annual Meeting and Conference is especially relevant to fish and wildlife management professionals today. Terrific networking opportunities and the chance to see the beautiful sights in Sedona should clinch your decision to attend. For more details about the conference and how to register, see page 7. Check the OWP Web site at www.owpweb.org for updates to the conference program.

In This Issue

Developing CWCPs	2
The Prez Sez	3
Field Notes	4
Committee Updates	6
Get Involved in OWP	7



2002-03 Officers and Directors

President

Margo Matthews
Alaska Department of Fish & Game
(907) 459-7239
margo_matthews@fishgame.state.ak.us

President-Elect

Michele Beucler
Idaho Department of Fish & Game
(208) 334-3180
mbeucler@idfg.state.id.us

Treasurer

Michael Vanderford
U.S. Fish & Wildlife Service-R3
(612) 713-5148
michael_vanderford@fws.gov

Acting Secretary

Teri Arnold
Alaska Department of Fish & Game
(907) 267-2412
teri_arnold@fishgame.state.ak.us

Executive Committee

Margo Matthews – AK
Michele Beucler – ID
Michael Vanderford – USFWS-R3
Tom Wiggins – VT
Brian Stenquist – MN
Teri Arnold – AK

Regional Directors

Northeast
Shaun Keeler – NY (518) 402-8924
Sandy Ritchie – ME (207) 287-5265
Southeast
John Sunderland – AR (501) 223-6441
Barry Summers – TN (615) 781-6599
Midwest
Arlen Harmoning – ND (701) 328-6329
Larry Gigliotti – SD (605) 773-4231
West
Chris Burkett – WY (307) 777-4510
Dana Dolsen – UT (801) 538-4790

Newsletter Production and Editing

Cheryl Kolus, Editor
(970) 221-2823
ckolus@juno.com

Juliette Wilson, OWP Contact
(970) 226-9303
juliette_wilson@attbi.com

Developing CWCPs

(Comprehensive Wildlife Conservation Plans)

By Dana E. Dolsen

The OWP is assisting the International Association of Fish and Wildlife Agencies (IAFWA) with the design and conduct of six workshops that will help state agencies produce Comprehensive Wildlife Conservation Plans (CWCPs) by October 1, 2005. IAFWA, in collaboration with the U.S. Fish and Wildlife Service, The Nature Conservancy, Defenders of Wildlife and three OWP members, will help design the workshops and provide facilitation. A list of tentative workshop topics follows.

- The Challenge Ahead
- Importance of Plans Beyond SWG/CARA – NGOs/Federal Agencies/State Agencies
- Review of State Plans by State Agencies
- Current or Past Conservation Planning by States
- Wildlife Conservation Planning: “The Good, the Bad and the Ugly”
- The Planning Puzzle: How Does This One Fit with All the Others?
- Why Partnerships Are Important
- Experiences with Partnerships
- Crafting a Public Participation Strategy
- Techniques for Creating a Wildlife Plan
- Identifying Applicable Species/Habitats
- Creating Draft State Approaches
- Target Audience(s) and Plan User Identification
- Problem Identification Response Through Research, Proposed Action and Monitoring Plans
- Periodic Plan Review, Coordination and Public Participation
- Plan Updates and Progress Reports
- Web Site Sharing and Interaction
- Plan Approval
- Plan Availability, Distribution and Use

The workshops cover two days, and each state agency is encouraged to send at least three staff (i.e., wildlife or nongame wildlife section chief, Natural Heritage Database Program coordinator, and the designated lead CWCP coordinator for the agency). In addition, agencies can invite two or three key nongovernmental stakeholder-partner entities (which it anticipates working with directly in the CWCP development and implementation processes) to their specific workshop. Official invitations with details are being sent to state directors and should arrive soon, if they haven't already.

Tentative Workshop Schedule

Region	Host State	Date	Facilitator
1&7	WA	April 2-3	Brian Stenquist
2	AZ	May 7-8	Dana Dolsen
3	WI	April 29-30	Mark Burch
4	GA	April 22-23	Mark Burch
5	WV (NCTC)	March 11-12	Dana Dolsen
6	UT	May 13-14	Brian Stenquist

OWP Facilitator Team

Brian Stenquist	(651) 297-4889	brian_stenquist@dnr.state.mn.us
Mark Burch	(907) 267-2387	mark_burch@fishgame.state.ak.us
Dana Dolsen	(801) 538-4790	danadolsen@utah.gov

Get involved in your OWP!

Want to help the Organization of Wildlife Planners help professionals like yourself? Then come join the other volunteers as a member of a committee or as a Regional Director.

Most committees are always looking for good help. See page 6 for more information on the Communications, Membership, Nominations and Weikel Award Committees (including the chairs' names and contact information). The Consulting and Education Committees could also use your help. Contact Dana Dolsen (801-538-4790 or danadolsen@utah.gov) or Steve McMullin (540-231-8847 or smcmulli@vt.edu), respectively, for more information on those committees.

Are you interested in working on

Web sites? If so, the Communications Committee is developing a subgroup specifically responsible for revamping and updating the OWP site (www.owpweb.org). Contact Arlen Harmoning (see page 6) for more information.

If committee work doesn't appeal to you, how about becoming a Regional Director? Regional Directors serve two-year terms that are staggered within each region. This means that every year, each region will have one Director's position opening up. For more information on their responsibilities, contact any of the current Regional Directors listed on page 2.

So what are you waiting for? Your organization needs you!

2002 Proceedings available on the Web

Those interested in obtaining an electronic copy of the OWP 2002 Proceedings can download a full-color copy (in PDF format) from the OWP 2002 conference Web site at <http://www.sf.adfg.state.ak.us/statewide/OWP/html/conference.htm>. On the main conference page, click on the box labeled “proceedings.”

An electronic copy of the closing photo slide show with a large number of additional photos from the conference can also be downloaded from the site. Eventually, the PDF version of the Proceedings will be linked to the main OWP Web site.

Organization of Wildlife Planners

25th Annual Conference

“Managing Across Boundaries”

May 3–7, 2003

Radisson Poco Diablo Resort, Sedona, Arizona

Register now!

Full conference registration, received by March 15: \$325
Full conference registration, received after March 15: \$375
One-day conference registration, per day \$125
Registration closes April 1.

For more information and a registration form, visit www.owpweb.org or call Sherry Crouch at (602) 789-3528.

Job announcement

MAT project team leader

Full-time position as a GS-12 equivalent Project Leader for the International Association of Fish & Wildlife Agencies' Management Assistance Team located at NCTC in Shepherdstown, W.Va. Assist state fish and wildlife agencies with organizational change and management challenges. Experience and/or education in the biological sciences, experience working for state fish and wildlife agencies, background in organization development or a similar field, and an established professional network with state fish and wildlife agency directors and employees is desired. Travel required.

To apply, submit: (1) A letter describing your qualifications, (2) a current resume, (3) full contact information for three references, and (4) college transcripts to: Management Assistance Team, Route 1, Box 166, National Conservation Training Center, Shepherd Grade Road, Shepherdstown, WV 25443. For more information, call (304) 876-7988 or e-mail heather_riley-cline@fws.gov.

Closing date for applications is April 1, 2003, or until a suitable applicant is found.

Join us at...

The 59th Annual Northeast Fish and Wildlife Conference

April 13-16
Newport, RI

More information on the conference can be found at <http://northeastconference.fws.gov> or by calling (413) 253-8300.

Committee Updates

Interested in becoming involved with an OWP committee? Just contact one of the committee chairs below.

Communications Committee

Chair: Arlen Harmoning
(701) 328-6329
aharmoni@state.nd.us

Arlen Harmoning recently agreed to chair the committee after Art Johnsen stepped down from the position. Juliette Wilson, the primary liaison for the newsletter, and Andrea Crews (Oklahoma) make up the rest of the committee. Two other familiar names have agreed to work with the committee. Bill Romberg (Alaska) is keeping the Membership Database and has overseen the move of our Web site to a new provider, Silvertip Productions. And Bruce Hawkinson (formerly with Minnesota) wants to continue to be involved in more of a consultant role.

Weikel Award Committee

Chair: Rob Brooks
(406) 444-5786
robrooks@state.mt.us

The Paul C. Weikel Memorial Award was established to recognize individuals for their outstanding contributions to improved agency management on a national or international level. Members of the Award Committee are Rob Brooks (chair), Maury Wolff and Pat Cole from the OWP, and state directors Ron Regan and Corky Pugh (tentative). The nomination process began in February.

The recipient is selected based on supporting information submitted to the committee on behalf of each candidate. The selection criteria used fall under five categories: innovation, effectiveness, transferability, implementation and comprehensiveness. The award is given to the recipient

each year at the OWP annual meeting. For more information, or if you would like to nominate someone, contact Rob Brooks.

Nominations Committee

Chair: John Sunderland
(501) 223-6441
jcsunderland@agfc.state.ar.us

The Nominations Committee consists of Mark Burch, Lynn Garrison and John Sunderland. OWP bylaws call for the committee to submit a slate of candidates to the OWP Executive Committee at least 90 days prior to the annual meeting. This year, the candidates are: Larry Gigliotti and Shaun Keeler (for president-elect), and Barry Sumners and Verdie Abel (for secretary). See the insert in this newsletter for more information on the candidates and the elections process.

Spotlight on the Membership Committee

Chair: Bill Romberg, (907) 267-2366, william_romberg@fishgame.state.ak.us

Established in 2001, the Membership Committee builds and tracks memberships and helps ensure that OWP supports the professional lives of its active members. The committee has developed an OWP Membership Database of current contact information for all members, as well as attendees of the most recent OWP annual meeting.

During the past year, the committee developed an OWP "Welcome Packet," with a cover letter, membership information and an application. The Membership Committee, ExCom and Regional Directors can use the packet to respond to inquiries. Committee members also improved the "conference planning" interface associated with the database originally developed by Vermont Department of Fish and Wildlife staff and adapted for use with the 2002 annual meeting. A copy of the conference-planning interface was forwarded to Arizona for the 2003 meeting. In addition, the committee helped enter data from the WhoZoo questionnaire responses into the OWP Membership Database so that details on planning expertise and willingness to assist with training are now integrated with the contact information for OWP members.

Future committee efforts will focus on: (1) maintaining and improving the Membership Database, and providing mailing lists for the OWP newsletter, annual meeting and other events; (2) improving the conference-planning interface within the database as needed to assist states with hosting the annual meeting; and (3) making features of the Membership Database and conference planning interface accessible via the OWP Web site (for OWP members only).

If your contact information changes, please let Bill Romberg know (see phone number and e-mail above). Also, any OWP member that wants easy access to the names and contact information for all OWP members can request an electronic copy of the database that can be imported into their e-mail client. The database is not available to nonmembers unless the Executive Committee formally approves release of the information upon written request.

OWP members interested in assisting with the Membership Committee, please contact Bill Romberg.

The prez sez... A few words from our president

If you've been to an OWP Annual Meeting and Conference in the past few years, you know that it's an exciting, dynamic event providing fantastic learning and networking opportunities. This year's meeting May 3-7 in Sedona, Ariz., promises to be no exception. In addition to the usual presentations and networking social events, the meeting will provide the chance to greatly influence the future of OWP as an organization. We will have the opportunity to practice what we preach, putting into action for our favorite professional organization what we do for our agencies. What better way to apply what we know than to keep OWP fresh and dynamic, and responsive to the changes in the world around us! Please come join in the fun (in the sun!) this May in lovely, magical Sedona.

The new federal State Wildlife Grants (SWG) funding program is on everyone's minds these days. The SWG program mandates that states develop a Comprehensive Wildlife Conservation Plan by 2005. OWP is providing assistance to the International Association of Fish & Wildlife Agencies group that is designing and holding workshops to address how these plans should be developed. (See article on page 2.) Let's face it—the SWG planning mandate is the biggest wildlife planning initiative to come along in a long time. New jobs for fish and wildlife planners are opening up as states begin receiving SWG funding. As planners, we hope that these developments will lead to an increased awareness within our agencies of the need for and the importance of good wildlife planning.

A few changes have been taking place behind the OWP scenes lately. We've contracted with a new Web site service provider that offers a full range of Web-based services, includ-

ing capabilities for enhanced storage, database use, listservs, and self-service Web page updating with data interlinked between pages. Bill Romberg of the Alaska Department of Fish & Game will be the interface with the provider, Silvertip Productions (www.silvertip.net). We are seeking volunteers with an interest in the Web site to work on updating and revamping it. This is an exciting time to get involved in the Web site, as the possibilities are almost endless. Art Johnsen and Bruce Hawkinson have brought forward some great ideas on using the site to establish a "virtual office" and on making the Web site responsive and useful. Bill has ideas for taking advantage of the database capability for the Membership and WhoZoo Expertise Directory projects that he's been working on, and Juliette Wilson has ideas for site design and architecture. If you would like to contribute ideas or be involved, please contact Bill Romberg (william_romberg@fishgame.state.ak.us) or Arlen Harmoning (aharmoni@state.nd.us) on the Communications Committee. Visit the Web site (www.owpweb.org) to see some changes already taking place.

Art Johnsen has had to resign his position as our esteemed secretary for health reasons. Art thankfully is able to continue in his job with the New York Department of Environmental Conservation, but has had to scale back on extra activities. Thank you, Art, for your many years of devoted service to OWP. We will miss both your wit and wisdom on the Executive Committee and hope you will stay in touch. Teri Arnold of the Alaska Department of Fish & Game has volunteered to fill in as acting secretary until the May elections, when we will elect a new secretary. Thank you, Teri. Taking over Art's duties as chair of the Communications Committee is



Arlen Harmoning of North Dakota. Thank you, Arlen, for agreeing to take on this position in addition to your Midwest Regional Director position.

Elsewhere around OWP, check the Committee Updates section on page 6 to find out what the committees have been up to. In addition to the activities reported there, committees have also been working to define a statement of purpose, goals and objectives to help improve their effectiveness. These committees are really getting organized! If you are not already involved in a committee, please consider joining one; new members are always appreciated. Another way to become involved in OWP is to volunteer for a Regional Director position. Regional Directors act as a liaison between member states in their regions and the Executive Committee, and help recruit interest in OWP from nonmember states. Contact anyone on the Executive Committee if you are interested in serving.

Hope to see you in Arizona this May!

—Margo

The Cracker Barrel Is Coming

...to the Annual Meeting in May.

During the Cracker Barrel session, stations are set up to discuss particular topics. We need Cracker Barrel presenters and a moderator. Interested? Call Sherry Crouch at (602) 789-3528.

WESTERN REGION

Alaska

The Division of Wildlife Conservation completed its first-ever strategic plan during 2002. The division's leadership team wrote a draft plan based on reports that staff work groups produced, representing five program areas and taking into consideration public input from scoping work. The draft was circulated for public review and was substantially modified in response to the public input. The final plan was distributed in December.

Not to be outdone, the Division of Sport Fish also completed its first strategic plan using a process similar to the DWC's.

Now focus is on a State Wildlife Grants plan-strategy process, which will kick off in March with public meetings. An advisory group will then be established to provide further public input and technical content, since much of the expertise in this area comes from universities and NGOs.

Alaska's new Republican governor brings impending changes to the Department of Fish & Game leadership. Resignations have been accepted from the department head (commissioner) and the Division of Wildlife Conservation director; as of press time, new appointments were not announced. Appointments made to the Board of Game signal the governor's intent to initiate a more active type of game management. The governor has also appointed three new Board of Fisheries members, keeping the political balance about the same.

Utah

The Utah DNR has lost revenue from the General Tax Fund coffers again this year, as state legislators cut extensively into the department's budget, as well as into the Endangered Species Mitigation Fund. The drought also has seriously affected revenues from deer and elk license sales, and

out-of-state travel is expected to be severely curtailed.

The Utah Wildlife Board has approved a two-year extension of the current (1998-2003) strategic plan, so Comprehensive Wildlife Conservation Plan (CWCP) development will be synchronized with the next strategic plan, both being of a 10-year duration from 2005 to 2014.

An angling license marketing campaign will be conducted in cooperation with the Recreational Boating and Fishing Foundation. In May and June, three strategies will be specifically aimed at our lapsed 2001 license-purchasing anglers. The planner is spearheading an evaluation of the campaign's effects through a pre- and post-test telephone survey that Utah State University is conducting. A draft report is due in October.

Finally, Utah has agreed to host the IAFWA/USFWS Region 6 CWCP Workshops (see article on page 2).

MIDWEST REGION

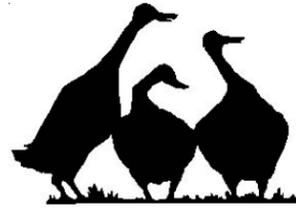
Missouri

The Missouri Department of Conservation began a new era under the leadership of John Hoskins, who became director July 1, 2002. With a new director, the addition of a second deputy director, and the filling of three division administrator positions, it was a prime opportunity to revise the strategic plan, allowing the new administration to put their mark on it and set direction for the agency. A strategic planning process is in full swing with a planning team made up of the top 13 administrators. Missouri hopes to

Field Notes

Take a gander at what's been happening across the regions

Compiled by the Regional Directors



report at the Sedona meeting that the process has been completed.

North Dakota

North Dakota Game and Fish continues to work on revising its strategic plan. Many resident sportsmen who feel that their hunting opportunities have been impacted by increasing numbers of nonresidents want stricter regulations or some control over the nonresident licenses issued. On the other hand, the economic development folks want to promote and increase the numbers. It's making for an emotional and heated legislative session. The economic development side is made up of many diverse interests, including state and local politicians, local service providers (fuel, food, lodging, etc.), landowners looking for additional income, guides, outfitters and those promoting fee hunting.

Ohio

Steve Gray has been named the new chief of the Division of Wildlife. Steve has served as an assistant chief for about 12 years and will replace Mike Budzik, who retired January 31.

The Federal Aid and Planning Office has been dissolved, with the planner now assigned to the Human Resources section and the Federal Aid Coordinator now reporting to Business Operations.

State budget concerns continue, and the Division anticipates budget cuts for the current year as well as in the upcoming biennium.

SOUTHEAST REGION

Florida

The Florida Fish and Wildlife Conservation Commission is totally revising its planning system, organizational structure and strategic plan. The sweeping changes were initiated by newly appointed executive director Ken Haddad. The FWC was created three years ago by merging the marine, biological and enforcement responsibilities with the old Game & Fresh Water Fish Commission. Although the three constituent parts were merged, they were not integrated, nor were they adequately focused on responding to stakeholder needs and concerns.

The FWC's Strategic Plan was due for revision in 2001, but was put on hold pending the merger's completion. Since then, the agency has been restructured, and strategic planning is occurring along functional lines. Stakeholder and employee surveys, along with an environmental scan, indicated major strategic shifts in the agency's direction. The new plan will address these shifts.

For details, visit the strategic planning page of the FWC's Web site at <http://floridaconservation.org/planning> and click on the 11/20/02 update.

Tennessee

The Department of the Interior is beginning a new round of audits of FWS grant programs, and the Tennessee Wildlife Resources Agency is at the top of the list. Auditors arrived in February to review two years of data on our Wildlife Restoration, Sport Fish

Restoration, Endangered Species and other grant programs.

TWRA is starting an interim (3-year) review of its Comprehensive Management System, including its strategic plan. And the agency is back at the legislature asking for a license fee increase or authority for its commission to set license fees. Meanwhile, the rest of state government is so cash-strapped that everyone's under a hiring freeze, out-of-state travel freeze and equipment-purchasing freeze. That's a lot of freezing for a southern state.

NORTHEAST REGION

Maine

The Maine Department of Inland Fisheries and Wildlife's budget is very lean this year, and the picture isn't any brighter for the next biennium. Recently, the department announced that 32 jobs (about 10% of its workforce) would be eliminated as part of the governor's plan to address a \$1 billion shortfall for the next two years. Budget discussions topped the agenda during the current legislative session, and how DIFW will fare when it's all said and done is unknown. Stay tuned.

In addition to the budget, about 100 fish and wildlife-related bills compose the department's legislative agenda. Highlighting the list are Sunday hunting (now prohibited in Maine), bear hunting, hunter orange requirements, hunting over bait, and the use of electronic calls. A dozen bills would restrict the registration and use of all-terrain vehicles, and three bills would ban the use of snares and eliminate the department's coyote snaring program.

Late last year, the Management Assistance Team completed a programmatic review of the Inland Fisheries Management Program, and DIFW is beginning to implement many of the recommendations outlined in the MAT report. Three additional bills proposed in the legislature would require programmatic reviews of the Bureau of Warden Service, Bureau of Administrative Services and the wildlife management program.

New York

New York state government is facing an approximate \$11.5 billion budget deficit over the latter part of FY 2002-03 and for FY 2003-04. With the exception of security-related needs, this is likely to impact all areas of state government, including the fish and wildlife program.

In 2002, the new Department of Environmental Conservation's Automated Licensing System (DECALS) became operational. The system is now running smoothly and will provide for a simpler, more efficient program for issuing sporting licenses, as well as for tracking sales and revenues.

The Division of Fish, Wildlife and Marine Resources continues its strategic and operational planning efforts, including focusing more strongly on building performance measures into its management system. During the past year, the Division's program plan was instrumental in illustrating New York's fish and wildlife program to various advisory groups and is serving as a much-needed tool for internal program evaluation.

Vermont

Vermont elected a new governor last year. It's anticipated that the Vermont Department of Fish and Wildlife and the state will continue towards developing performance-based budgets. In addition, VDFW is in the beginning of its fourth year of a five-year strategic planning cycle, and the department will begin preparations for developing a new strategic plan next year.