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Education: Eureka High School, Eureka, SD, 1989
BS: Wildlife and Fisheries Sciences, South Dakota State University, May 1993
MS: Wildlife Management, South Dakota State University, May 1996

Certifications:
Certified Wildlife Biologist, The Wildlife Society, July 2000
Level III Career Development Training, SD GF&P, 2007

Experience:

SOUTH DAKOTA GAME, FISH, AND PARKS, Pierre, SD
Wildlife Division Deputy Director (2016 - present) & Chief of Terrestrial Resources (11/08 - present)
Supervisor: Tony Leif, Director, Division of Wildlife, 605-773-4518

- Serve as the Wildlife Division's Deputy Director to assist with the overall management of the Division.
- Coordinate the management and research of game and non-game species statewide.
- Coordinate the management of the Department's habitat programs, including the private lands programs, public lands management, access programs, terrestrial environmental assessments, and programs related to the federal Farm Bill.
- Oversee a staff that includes a Program Administrator for Wildlife, Habitat and Wildlife Damage programs and 23 biologists.
- Serve as the Department's liaison or representative for several state and federal agencies and associated committees.
- Coordinate with non-government organizations, constituency groups, and agricultural groups on resource management programs, projects, and issues.
- Manage an annual budget of approximately \$16M which includes research, direct payments to landowners for habitat, hunting access, and wildlife damage, and contracts to complete surveys, programs, and projects.
- Lead rules promulgation process for respective duties by presenting to the GFP Commission and assisting in writing administrative rules.

SOUTH DAKOTA GAME, FISH, AND PARKS, Pierre, SD
Wildlife Program Administrator, Game Management (12/07 - 11/08)
Supervisor: George Vandell, Assistant Director, Division of Wildlife, retired

- Coordinated the management and research of all game species statewide.
- Coordinated the accumulation and organization of data and regional suggestions in the development of hunting season recommendations.
- Drafted action sheets and present season recommendations to GF&P Commission.
- Assisted with the development and a team member that reviews hunting season applications and the Hunting Handbook.
- Supervised 9 biologists and 1 secretary stationed in five locations across the state.

- Served as department representative on committees (wildlife disease boards and poultry advisory board) and liaison to the SDSU Diagnostic Lab and APHIS Wildlife Services for Avian Influenza monitoring.
- “Press Release” review team member.
- Oversaw the Game Budget, including the contractual research projects with SDSU Wildlife and Fisheries Department and other academic institutions.
- Worked with the media addressing game and related issues, including live interviews, newspaper articles, and the writing of short articles.
- Team member in the development and implementation of the Mentored Hunting Program.
- Presented research and management information at regional meetings, Commission meetings, and to conservation organizations.

SOUTH DAKOTA GAME, FISH, AND PARKS, Huron, SD

Sr. Wildlife Biologist (1/05 – 12/07)

Supervisor: Tony Leif, Director, Division of Wildlife, 605-773-4518

- Oversaw management and research of upland game species statewide.
- Directed internal upland game research, analyses, and reports.
- Part of game staff committee that provided recommendations on all game seasons and license allocations.
- Served as Office Manager at the Huron GF&P District Office: directing day to day activities of Resource Biologist and Secretary within the Upland Game Section.
- Served as field co-leader with waterfowl biologist in the coordination of statewide Avian Influenza (AI) sampling.
- Worked with regional game staff on management, survey, research, and mortality projects.
- Administered the departments Wildlife Partnership Program for two years and provided guidance and direction upon request.
- Assisted with the coordination of meetings and trainings, including serving as chair person of the Prairie Grouse Technical Council (PGTC) meeting in October 2007.
- Served as department representative on several committees such as Midwest Pheasant Study Group, PGTC, Sage Grouse Council, Poultry Advisory Board (AI matters), and the National Wild Turkey Federation Technical Representative.
- Wrote management and scientific reports, as well as magazine and newspaper articles.
- Conducted presentations internally, as well as landowner and sportsmen club meetings.

PHEASANTS FOREVER, INC., St. Paul, MN

Regional Wildlife Biologist

South Dakota & Wyoming (4/00 – 1/05)

Illinois & Indiana (7/95 – 4/00)

Supervisor: Richard Young, VP Field Operations, 877-773-2070

- Established and maintained chapters comprised of grassroots volunteers and guided them in the development of habitat programs, fundraising efforts, and youth programs.
- Worked with chapters to develop wildlife habitat programs designed to fit the needs for both local and regional areas.
- Directed and assisted chapters with annual fund-raising events. Wrote grants to support local and state habitat efforts.
- Built partnerships between Pheasants Forever (both chapters and national) with local, state, and federal conservation agencies. Primary PF representative in developing SD Wildlife Habitat Extension Biologist (WHEB) program with SD GF&P and SD NRCS.
- Developed reporting system, submitted reports to GF&P, NRCS, and PF national, wrote grants, and some supervisory duties related to the WHEB program.
- Served on several state and federal habitat committees (State Technical Committee for both SD and WY, SD CRP sub-committee, WHIP sub-committee for SD and WY, SD School and

Public Lands, Northern Great Plains Joint Venture, Great Lakes and Upper Mississippi Joint Venture, IL Pheasant Fund Committee, IN DNR Gamebird Partnership Committee, IL DNR Conservation Congress).

- Organized and conducted wildlife habitat workshops for chapters, landowners, and other agency personnel.
- Established agenda, budget, and organized annual meeting for subgroup of co-Regional Wildlife Biologists, while serving as Mentor Group Leader.
- Wrote newspaper articles, interviewed for radio and TV shows, conducted presentations, and distributed newsletters.
- Educated volunteers about wildlife biology, habitat, wildlife interactions, and counsel on current, upcoming, and changes to state and federal conservation programs.

SOUTH DAKOTA STATE UNIVERSITY; Brookings, SD
Graduate Research Assistant (4/93 - 7/95; graduated 1996)
Supervisor: Dr. Daniel Hubbard, Professor, retired
Graduate Research Project.

- Research involved the comparison of avian and aquatic invertebrate abundances on conventional, organic, and no-till farming systems.
- Efforts included breeding waterfowl pair counts, waterfowl brood counts, wetland bird surveys, upland bird surveys, and aquatic invertebrate sampling.
- Other duties included surveying aquatic plants and collecting soil seed bank samples.
- Prepared bi-annual reports for USDA and EPA.

SOUTH DAKOTA STATE UNIVERSITY; Brookings, SD
Research Technician (3/92 - 8/92)
Supervisor: Diane Granfors, Graduate Research Assistant
Seasonal position.

- Assisted with wood duck study determining brood habitat and survival.
- Built, repaired, and placed wood duck nesting structures.
- Canded eggs, web tagged ducklings, banded hens, placed radio telemetry collars and acquired locations.

SOUTH DAKOTA STATE UNIVERSITY; Brookings, SD
Research Technician (10/90 - 3/91; 10/91 - 3/92)
Supervisor: Todd Bogenschutz, Graduate Research Assistant
Seasonal position.

- Aided on the research study that evaluated corn and sorghum as a winter food source for the ring-neck pheasant.
- Shared duties to feed pen birds on restricted diets.
- Sampled winter food plots.
- Assisted in extracting intestinal organs and taking anatomical measurements and weights.

SOUTH DAKOTA STATE UNIVERSITY; Brookings, SD
Research Technician (5/91 - 8/91)
Supervisor: John Lott, Graduate Research Assistant
Seasonal position.

- Worked on yellow perch food habit study.

- Used various equipment to sample fish and zooplankton. Aged fish and processed stomach contents. Sorted and tabulated zooplankton samples.

THE NATURE CONSERVANCY, Ordway Prairie, Leola, SD

Intern/Preserve Worker (5/90 - 8/90)

Supervisor: Andy Schollett, Preserve Manager

Seasonal position.

- Monitored grazing leases and rotations, conducted brome and prairie plant surveys, spraying of noxious weeds, fencing and general maintenance.