

**BEFORE THE SOUTH DAKOTA PUBLIC UTILITIES COMMISSION**

**DOCKET NO. EL17-055**

**IN THE MATTER OF THE APPLICATION BY CROCKER WIND FARM, LLC  
FOR A PERMIT OF A WIND ENERGY FACILITY AND A 345 KV  
TRANSMISSION LINE IN CLARK COUNTY, SOUTH DAKOTA, FOR  
CROCKER WIND FARM**

Direct Testimony of Tom Kirschenmann  
On Behalf of the Staff of the South Dakota Public Utilities Commission  
March 28, 2018



1 **Q: State your name.**

2 A: Tom Kirschenmann

3

4 **Q: State your employer.**

5 A: State of South Dakota, Department of Game, Fish, and Parks

6

7 **Q: State the program for which you work.**

8 A: Division of Wildlife, Terrestrial Resource Section

9

10 **Q: State the program roles and your specific job with the department.**

11 A: The role of the Terrestrial Resources section is to study, evaluate, and  
12 assist in the management of all wildlife and associated habitats.

13 Management includes game and non-game wildlife populations, habitat

14 management on public lands and technical assistance and habitat

15 development on private lands, population and habitat inventory, and

16 environmental review of local and landscape projects. As the Deputy

17 Director of the Wildlife Division and Chief of the Terrestrial Resources

18 Section, I oversee and am involved with wildlife management and

19 research, as well as habitat management consisting of the department's

20 public lands and private lands programs.

21

22 **Q: Explain the range of duties you perform.**

1 A: Duties include leading the Terrestrial Resources section that includes  
2 three program administrators (Wildlife, Habitat, Wildlife Damage) and 23  
3 wildlife biologists; coordinate and assist with the Division of Wildlife's  
4 Operations at four administrative regions; oversee wildlife research,  
5 management, and the establishment of hunting seasons for game  
6 species; oversee private lands habitat programs; coordinate  
7 environmental review evaluations and responses related to terrestrial  
8 issues with department staff; serve as the Department's liaison for several  
9 state and federal agencies; and represent the Department on state and  
10 national committees.

11

12 **Q: On whose behalf was this testimony prepared?**

13 A: This testimony was prepared on behalf of the Staff of the South Dakota  
14 Public Utilities Commission.

15

16 **Q: What role does the Department of Game, Fish and Parks have in the  
17 permitting process of a wind energy development project?**

18 A: Game, Fish and Parks has no regulatory authority when it comes to  
19 permitting wind energy development projects. The agencies role is to  
20 consult with developers and provide recommendations and suggestions  
21 on how to minimize or remove potential impacts to wildlife and associated  
22 habitats or provide available information to make informed decisions as  
23 related to natural resources.

1 **Q: Have you reviewed the Application, attachments, and Crocker's**  
2 **responses to PUC Staff data requests?**

3 A: Yes, relevant sections of the application and attachments and also  
4 received briefings provided by GFP biologists.

5  
6 **Q: Did the GF&P provide comments and recommendations to Crocker**  
7 **about the project area? Please identify who provided those**  
8 **comments and provide a brief summary of them.**

9 A: Yes, Silka Kempema, Wildlife Biologist, provided comments initially in  
10 March of 2016. Comments were in response to a request for Natural  
11 Heritage data and review of potential concerns under one of the earlier  
12 proposed project boundaries. During this initial consultation, information  
13 and concerns were shared with the applicant. This consultation continued  
14 with conference calls, emails, a site visit, and review of reports and draft  
15 documents associated with the proposed project.

16  
17 A summary of those comments include suggestions on the types, timing  
18 and number of surveys for grassland birds (songbirds and grouse), survey  
19 recommendations for raptors, placement of turbines and associated  
20 infrastructure considering the avoidance of untilled native prairie and large  
21 contiguous blocks of grasslands and to focus on disturbed lands such as  
22 fields currently cultivated, avoidance of activities that will fragment  
23 contiguous blocks of grasslands, avoidance of wetland basins or areas of

1 high concentrations of wetlands, pre-construction surveys for bat use and  
2 habitats plus post-construction mortality surveys, and recommendations  
3 on transmission line placement.

4

5 **Q: Do you agree with the comments and recommendations provided to**  
6 **Crocker by Ms. Kempema? If not, please explain.**

7 A: Yes. These are typical recommendations our Department would provide  
8 to wind power companies to identify, minimize, or reduce impacts to  
9 wildlife and wildlife habitats, especially those projects that are proposed in  
10 grassland and wetland habitats.

11

12 **Q: Based on the information provided in the Application, in your opinion**  
13 **did Crocker utilize the proper studies and wildlife surveys necessary**  
14 **to identify potential impacts to the terrestrial environment?**

15 A: Consultation with wildlife agencies early in the application process  
16 included the recommendation of several types of wildlife surveys to  
17 understand the potential impacts and issues that may occur in the project  
18 area. The pre-construction surveys were implemented and carried out by  
19 the applicant or are in progress. It would have been advantageous to  
20 have all surveys completed and final reports available at the time of  
21 application for review purposes. It is also recommended to carry out post-  
22 construction mortality monitoring for at least two years; one year minimum  
23 is currently documented in the application.

1 **Q: Are there different types of grasslands?**

2 A: Yes.

3

4 **Q: Please define the following: native prairie, hayland, pasture, CRP,**  
5 **grassland, cropland and agriculture.**

6 A: Grasslands are areas that contain plants species such as graminoids and  
7 commonly used for grazing or set aside for conservation purposes. They  
8 can also be areas which are planted to a mixture of grasses and legumes  
9 for livestock grazing or feed. Native prairie is grassland upon which the  
10 soil has not undergone a mechanical disturbance associated with  
11 agriculture or any other type of development. Hayland is grassland that is  
12 managed by frequent mowing and often contains non-native plant species  
13 either intentionally or by encroachment. Pasture is grassland that may  
14 contain non-native plant species either intentionally or by encroachment  
15 and is managed by through grazing. Rangeland is similar to pasture  
16 however; these areas are often larger and less invaded by exotic plant  
17 species. In some instances, hayland, pasture, and rangeland could be  
18 native prairie; in other situations hayland and pasture in particular could be  
19 land once cultivated and restored to grassland habitat. CRP is grassland  
20 that occurs on land that was once tilled and used for crop production.  
21 These lands are often not as productive as other cropland and grassland  
22 restoration is intentional.

23

1 **Q: What are remnant prairie tracts?**

2 A: Remnant prairie tracts are pieces of native prairie remaining in a  
3 landscape that is dominated by tillage agriculture that have never been  
4 tilled or have never undergone other mechanical disturbances for  
5 agriculture or other purposes. Prairie is a naturally occurring ecosystem in  
6 central North America characterized by certain precipitation levels, grazing  
7 pressure and fire. Dominant plant forms characteristic of and adapted to  
8 these environmental conditions include native grass, forb and sedge  
9 species.

10

11 **Q: Do remnant prairie tracts have high conservation value?**

12 A: Yes.

13

14 **Q: Why do remnant prairie tracts have high conservation value?**

15 A: North American prairies (tallgrass, mixed-grass and shortgrass),  
16 especially those with higher precipitation levels have had a long history of  
17 being converted to cropland. Once tilled, this system cannot be fully  
18 restored. North American prairie, especially tallgrass prairie, is still being  
19 lost at rates that make it one of the world's most endangered ecosystems.  
20 In the Prairie Coteau ecoregion, 1 million acres of potentially undisturbed  
21 lands (e.g. prairie) remain (Bauman et al. 2014) and represent some of the  
22 last remaining areas of native prairie habitat. There are several endemic  
23 grassland bird species that require native prairie. Many of these

1 populations are rare or declining and one of the main reasons for their  
2 decline is habitat loss.

3

4 **Q: To your knowledge, are there grazed grasslands in the project area?**

5 A: Yes.

6

7 **Q: Do grazed grasslands have any conservation value?**

8 A: All grasslands have a conservation value when considering both wildlife  
9 and livestock. While most attention and concern typically focuses on  
10 native prairie remnants, grassland habitat that has been restored from  
11 being previously cultivated has high value to a multitude of wildlife  
12 species. All grasslands (native prairie, restored/replanted grasslands,  
13 pastures, hayland, etc.) provide habitat that can and will be used by  
14 grassland birds and waterfowl. Management activities, in particular  
15 managed grazing, can help maintain healthy grassland habitats or  
16 enhance its current state. Grazing strategies applied will also determine  
17 which bird species and other wildlife will use individual tracts.

18

19 **Q: Briefly explain the role of grazing on grasslands.**

20 A: Grazing provides different plant heights that result in different types of  
21 wildlife cover, allows for nutrient recycling, and helps to maintain  
22 grassland especially in areas with higher levels of precipitations. Grazing

1 can be used as a management activity to either manage for a specific  
2 diversity or to manage unwanted plant species.

3

4 **Q: One of the GF&P's recommendations was that efforts should be**  
5 **made to avoid placement of turbines and new roads in grasslands,**  
6 **especially untilled native prairie. Based on the information in the**  
7 **Application and the proposed turbine layout, did Crocker**  
8 **demonstrate efforts to address this recommendation? Please**  
9 **explain.**

10 A: From reviewing the available maps, resources, and other information  
11 available there were efforts to avoid placement of turbines on untilled  
12 native prairie. It appears that in some instances the placement of the  
13 turbine is on the edge of native prairie and other land use types which is  
14 also a positive approach. Some turbines were placed on other types of  
15 grassland habitats that are classified as agricultural land (hay and pasture)  
16 within the application; none-the-less these are still important grassland  
17 habitats to many wildlife species. Avoidance of all grassland habitat will  
18 be challenging in this part of the state and in the project area as a high  
19 proportion of the total area is some type of grassland/herbaceous habitat.  
20 Placement of turbines in cultivated land (disturbed) is a positive siting  
21 approach.

22

1 **Q. Does the state or GF&P have specific mitigation recommendations**  
2 **that will minimize or compensate potential impacts from wind energy**  
3 **development if they cannot be avoided?**

4 A. At the current time South Dakota does not have a state mitigation policy  
5 that can be provided to wind energy developers. However, there are  
6 resources available which can provide guidance and suggestions that can  
7 be considered as well as self-imposed actions or activities that can  
8 minimize natural resource impacts.

9

10 **Q: Beyond avoidance, the initial consultation letter provided by GF&P**  
11 **recommended that impacts to native prairie and wetlands should be**  
12 **mitigated. What does mitigation mean?**

13 A: In its broader context, it can be an enhancement, restoration, creation  
14 and/or a preservation project or activity that serves to offset unavoidable  
15 impacts to a resource. It can also be measures taken in the design,  
16 materials, timing, layout/siting locations and all associated infrastructure  
17 during construction and operation.

18

19 **Q: What are potential mitigation considerations?**

20 A: Mitigation can take multiple forms and accomplished in a multitude of  
21 ways. It could be an approach which implements an applied management  
22 activity/strategy on impacted lands which elevates these lands to a more  
23 productive state or higher ecological state (example – grazing

1 management) to an approach which is more sophisticated and detailed  
2 using tools developed to calculate acres of habitat to be restored or  
3 created based on impacted acres and other relevant research data  
4 (example – decision support tool). Two examples that are available  
5 specifically for wind energy projects is a decision support tool based off  
6 the research conducted by Loesch et al. (2013) that considers breeding  
7 waterfowl and another which focuses on breeding grassland songbirds  
8 resulting from research findings of Shaffer and Buhl (2016). As stated  
9 earlier South Dakota does not have a state mitigation policy nor does the  
10 state endorse either study and resulting products, however it is worthy of  
11 mentioning these tools demonstrating resources available to developers  
12 and managers.

13

14 **Q: Can you explain the difference between temporary and permanent**  
15 **habitat impacts and suggested methods to address these changes?**

16 A: There will be temporary and permanent losses of grassland and  
17 potentially wetland habitats resulting from the construction of turbine pads,  
18 roads, and other associated infrastructure. Construction of a wind farm  
19 often requires wider roads, crane paths, laydown yards, etc., to erect  
20 turbines. These construction activities will have temporary impacts that  
21 likely can be reclaimed by restoring impacted areas by grading and  
22 reseeding. Disturbed areas should be restored using native seed sources

1 to reduce the introduction of new or discourage encroachment of already  
2 present exotic and/or invasive species.

3

4 For those areas that are permanently changed, the lost grassland or  
5 wetland acres are typically replaced. Disturbed areas again should be  
6 restored using native seed sources to reduce the introduction of new or  
7 discourage encroachment of already present exotic and/or invasive  
8 species. It would also be recommended to replace lost acres within the  
9 Prairie Coteau ecoregion.

10

11 **Q: Are there any other impacts besides temporary and permanent**  
12 **habitat impacts that are likely to occur as a result of the project?**

13 A: Indirect habitat impacts are also a consideration. Indirect impacts caused  
14 by wind turbines and associated infrastructure raise concerns with habitat  
15 fragmentation and potential displacement, especially with regards to  
16 breeding grassland and wetland species. Research into the effects of  
17 wind energy on habitat avoidance has shown that some species will not  
18 use grassland or wetland habitat within a certain distance of a wind turbine  
19 (Loesch et al. 2013, Shaffer and Buhl 2016).

20

21 **Q: One of GF&P's concerns involved the fragmentation of contiguous**  
22 **blocks of grasslands. Why is fragmentation a concern?**

1 A: Fragmentation results in the direct loss of habitat and diminishes the value  
2 of remaining habitat. Habitat fragmentation is the division of large  
3 contiguous blocks of habitat into smaller, and in some instances isolated  
4 patches.

5  
6 **Q: The GF&P recommended avoiding the placement of turbines and**  
7 **roads in contiguous blocks of grassland. Based on the information**  
8 **provided in the Application, did Crocker address this**  
9 **recommendation?**

10 A: Based on reviewing available information, fragmentation of grassland  
11 habitats were avoided/minimized in some of the project area through the  
12 proposed layout of the infrastructure of the wind farm. This is a result of  
13 using existing roads, placing new roads along edges or through cultivated  
14 lands, and following existing corridors (roads) for power lines. There are  
15 other locations of the project area which currently are void of roads and  
16 the placement of service roads to turbines will create some level of  
17 fragmentation of larger grassland blocks (comprised of different grassland  
18 cover types: hay, pasture, etc.). Based on the location of the project area  
19 and the existing land-use, it will be challenging not to create some  
20 additional fragmentation of grassland habitat, and in some situations  
21 larger contiguous blocks comprised of different grassland cover types.

22

1 **Q: If fragmentation of contiguous blocks of grasslands couldn't be**  
2 **avoided, the GF&P recommended the impacts should then be**  
3 **mitigated. Does the GF&P have any recommendations on adequate**  
4 **types of mitigation measures Crocker should undertake to offset any**  
5 **adverse impacts due to fragmentation? Please explain.**

6 A: As stated earlier, the state does not have a mitigation policy, however  
7 other resources and approaches exist that could be considered to help  
8 minimize the impacts of additional fragmentation.

9  
10 **Q: The GF&P recommended that turbines should not be placed in or**  
11 **near wetland basins and special care should be made to avoid areas**  
12 **with high concentrations of wetlands. Do you believe that Crocker's**  
13 **proposed turbine layout incorporates this recommendation?**

14 A: The application mentions under mitigation measures for wildlife that  
15 wetlands will be avoided or minimize disturbance of individual wetlands  
16 during project construction as well as identifying wetland boundaries by  
17 delineating them prior to construction. These are appropriate measures.  
18 No turbines are planned in wetland basins. Reviewing the turbine layout  
19 and using NWI wetland information for the project area, several turbines  
20 appear to be placed in areas of higher concentrations of wetland basins.  
21 It will be challenging to avoid areas of high wetland concentrations  
22 because of the high number of wetland acres and basins found in this part  
23 of state and project area.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

**Q: Are you aware of any other wind farms near this proposed project?**

A: Yes.

**Q: Given that the Day County wind farm is north of the Project and Oak Tree wind farm is southeast of the project, does the GF&P have any thoughts regarding the potential for cumulative impacts the Project may have?**

A: Native prairie grasslands continue to decline in eastern South Dakota. Knowing the importance of these native prairie tracts to several grassland dependent species, continued development on these types of lands could result in reduced or limited habitat value. Placement of turbines in lands currently under cultivation and avoiding where possible the different varieties of grassland and wetland habitats will help minimize potential cumulative impacts. Species sensitive to habitat fragmentation may show different responses based on the landscape context (surrounded by grasslands or surrounded by cropland and other development or disturbance).

Our agency will continue to work with wind developers and provide recommendations that we believe will help minimize cumulative impacts. No different than offered to this project, the focus could include, but not limited to, recommendations on avoiding grassland habitats, in particular

1 native prairie remnants, avoidance of high wetland complex areas,  
2 maximize the use of existing corridors for infrastructure, and pre and post  
3 construction surveys to assess the proposed project area.

4

5 **Q: Do any State threatened or endangered species have the potential to**  
6 **be impacted by the wind farm?**

7 A: There are records of the state and federal endangered Whooping Crane in  
8 Clark County. A chance exists where one may be struck by a wind turbine  
9 blade. The other state listed species present is the Northern River Otter  
10 and there are not likely to be impacts to this species from the proposed  
11 wind farm.

12

13 **Q: Are there any GF&P lands or other public lands that may be**  
14 **impacted by the wind farm?**

15 A: There are two Game Production Areas within the project area boundary  
16 and three outside but adjacent to the boundary; and one School and  
17 Public Lands property within the project area and two immediately  
18 adjacent but outside.

19

20 **Q: Does the GF&P have any recommendations to protect those GF&P**  
21 **lands or other public lands?**

22 A: The state does not have an established set-back policy or  
23 recommendation for wind turbine placement in proximity to state

1 properties such as Game Production Areas. Set-back policies have been  
2 established at local levels by local government entities and in some  
3 instances have been suggested as the potential set-back distance from  
4 state properties. At this time it is the state's belief that these types of  
5 policies be established at the local level and at the discretion of the PUC  
6 Commission to impose such set-backs when considering wind energy  
7 permits.

8

9 **Q: If the final turbine locations changed from those provided in the**  
10 **proposed turbine layout, could the potential terrestrial environment**  
11 **impacts change?**

12 A: Yes.

13

14 **Q: You mentioned the applicant requesting data from the Natural**  
15 **Heritage Database. What is the South Dakota Natural Heritage**  
16 **database? What type of information does it contain?**

17 A: The South Dakota Natural Heritage database tracks species at risk.  
18 Species at risk are those that are listed as threatened or endangered at  
19 the state or federal level or those that are rare. Rare species are those  
20 found at the periphery of their range, those that have isolated populations  
21 or those for which we simply do not have extensive information on.

22

1 This database houses and maintains data from a variety of sources  
2 including site-specific surveys, research projects and incidental reports of  
3 species that cover a time period from 1979 to the present. It is important to  
4 note that the absence of data from this database does not preclude a  
5 species presence in the proposed project area.

6

7 **Q: Does this conclude your testimony?**

8 A: Yes.

9

10

11 Bauman, P., J. Blastick, C. Grewing, and A. J. Smart. 2014. Quantifying  
12 undisturbed land on South Dakota's prairie coteau. SDSU Extension.

13 Loesch, C. R., J. A. Walker, R. E. Reynolds, J. S. Gleason, N. D. Niemuth, S. E.  
14 Stephens, and M. A. Erickson. 2013. Effect of wind energy development  
15 on breeding duck densities in the Prairie Pothole Region. The Journal of  
16 Wildlife Management 77:587-598.

17 Shaffer, J. A., and D. A. Buhl. 2016. Effects of wind-energy facilities on breeding  
18 grassland bird distributions. Conservation Biology 30:59-71.

19

20

**Thomas R. Kirschenmann**  
2206 Stratford Place  
Pierre, SD 57501  
(605) 773-4192 (w) (605) 494-0241 (h)  
[Tom.Kirschenmann@state.sd.us](mailto:Tom.Kirschenmann@state.sd.us) (work)  
[kirsch@pie.midco.net](mailto:kirsch@pie.midco.net) (home)

---

**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.