
BENJAMIN W. TJEPKES

Department of Geography
University of Missouri – Columbia
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PROFESSIONAL INTERESTS

The convergence of geospatial and ecological science drives my professional trajectory. I leverage my proficiency in geographic information systems and open-source software to enhance conservation efforts across my work scope. This includes pursuits in applied biogeography, landscape/spatial ecology, and imperiled species/community conservation.

EDUCATION

University of Missouri-Columbia
Master of Arts, Geography
Thesis Option, Graduate Geospatial Analytics Certificate

Columbia, MO
Aug 2023 – Exp. May 2025
Advisor: Dr. Grant Elliott

University of Wisconsin-Stevens Point
Bachelor of Science, Wildlife Ecology and Management
Minors: Biology, Geographic Information Systems and Spatial Analysis

Stevens Point, WI
Sep 2015 – May 2019
3.76/4.00, *Cum laude*

HIGHLIGHTED ABILITIES

GIS & Cartography	Spatial data creation, management, and analysis using desktop, web, and mobile GIS software. Static and dynamic cartographic design using QGIS and ArcGIS mapping software. Geoprocessing workflows in ArcGIS ModelBuilder and Jupyter Notebooks.
Research & Reporting	Data entry, management, and analysis using Program R, Microsoft Excel, Access, and SQL Server. Reproducible report design and development in Microsoft Word, R Markdown, and Quarto. Knowledge of scientific methods and research project development.
Design & Visualization	Front-end web development with HTML, CSS, and JSON. Version control using git/GitHub. Proficient in data visualization for technical and creative projects.

PAID WORK EXPERIENCE

Aug 2023 – Present	Graduate Teaching Assistant Department of Geography, University of Missouri	Part Time Columbia, MO
	Deliver engaging instructional sessions to undergraduate students within discussion segments of a world regional geography course, concentrating on countries across Europe, Latin America, and North America. Duties include syllabus development, assignment evaluation, and overseeing course management system for 50+ students.	
Aug 2022 – Aug 2023	Assistant Wildlife Diversity Coordinator Wildlife Diversity Program, Missouri Department of Conservation	Full Time Jefferson City, MO
	Collaborated with an inter-branch leadership team to implement the Missouri Bat Habitat Conservation Plan, serving as a technical lead for data reporting. Summarized large tabular datasets, analyzed spatial data from multiple enterprise geodatabases, and prepared data visualizations and summaries in RStudio and ArcGIS Pro for inclusion in federally mandated technical reports on statewide habitat management and bat monitoring.	

PAID WORK EXPERIENCE (CONT.)

- Mar 2022 – Aug 2022 **Wildlife Biologist** Full Time
Furbearer Program, Missouri Department of Conservation Columbia, MO
- Served in a technical role for a statewide furbearer program, contributing to large portions of the research and management of furbearing species in Missouri. Managed large-scale data sets of furbearer harvest records, public observations, and other data into multi-dimensional relational databases, utilizing GIS mapping and programmatic software. Generated and presented informative population summaries, data visualizations, and other data-driven reports for internal and external stakeholders.
- May 2020 – Mar 2022 **Assistant Natural History Biologist** Full Time
Black Bear Program, Missouri Department of Conservation Columbia, MO
- Led field and technical operations for a statewide black bear research and management program. Coordinated the monitoring of tagged black bears via ground and aerial telemetry, satellite web services, and physical capture of individuals while utilizing mobile GIS solutions for navigation and data collection. Developed and maintained black bear observation and biological databases using desktop GIS software and relational databases, ensuring the continuity of data integrity. Assisted Furbearer Program staff with biological surveys, public outreach, and statewide regulatory management of furbearing species.
- Nov 2019 – Dec 2021 **Office Support Assistant** Part Time
Veterinary Health Center, University of Missouri Columbia, MO
- Served in an administrative support role for an after-hours emergency veterinary service. Performed initial triage on a variety of small animals to prioritize treatment while remaining calm in often high-stress situations. Handled in/outpatient records, referrals, call forwarding, and other tasks for the small animal, equine, and food animal departments.
- Oct 2019 – Jul 2020 **Assistant Natural History Biologist** Full Time
Deer & Elk Program, Missouri Department of Conservation Columbia, MO
- Provided technical assistance for research and management activities of a statewide cervid program. Facilitated instruction to university students on deer aging techniques for an Age-at-Harvest program. Aided the preparation of a statewide mandatory Chronic Wasting Disease sampling program, including the development of appropriate sampling strategies. Assisted in the production of annual population status publication, as well as other technical reports, focusing on the analysis of deer aging data and harvest statistics.
- May 2019 – Oct 2019 **Biological Science Technician, GS-0404-05** Full Time
Agassiz National Wildlife Refuge, U.S. Fish and Wildlife Service Middle River, MN
- Assisted with refuge management duties as the sole biological technician for a 61,000-acre wildlife refuge. Implemented K-12 environmental education programs and public outreach events about the importance of wetland and wildlife conservation. Demonstrated initiative by assuming responsibility for the maintenance and upkeep of refuge facilities and grounds using various power equipment. Performed standardized vegetation surveys using mobile GIS, then implemented mechanical and chemical methods of invasive species control.
- Jan 2019 – May 2019 **Student Teaching Assistant – Ungulate Ecology** Part Time
WI Center for Wildlife, University of Wisconsin-Stevens Point Stevens Point, WI
- Developed and prepared lecture and laboratory materials for an advanced undergraduate-level course on ungulate ecology, working closely with the course instructor to align materials with course objectives. Assisted with the grading of undergraduate quizzes, exams, and writing assignments while adhering to all University grading, academic integrity, and student data privacy policies. Maintained open and effective communication with the course instructor throughout the term, sharing insights and observations about student performance and opportunities for improvement in course content and delivery.

PAID WORK EXPERIENCE (CONT.)

- Dec 2017 – May 2019 **Student Project Assistant** Part Time
WI Center for Wildlife, University of Wisconsin-Stevens Point Stevens Point, WI
- Worked independently and collaboratively on a bald eagle nest monitoring project for the U.S. Fish and Wildlife Service. Generated reports and communicated results in writing using various word processing, spreadsheet, and database software. Aided in the development of technical reports and scientific articles to be submitted for publication in peer-reviewed journals. Presented technical and non-technical information through oral and poster presentations to scientific and non-technical audiences.
- May 2018 – Aug 2018 **Wildlife Biological Support Trainee, GS-0499-04** Full Time
Necedah National Wildlife Refuge, U.S. Fish and Wildlife Service Necedah, WI
- Provided biological support to the Biology Program on a 43,000-acre wetland and savanna wildlife refuge complex. Performed rigorous field surveys for the endangered Karner Blue Butterfly and secretive marsh birds to help develop a Refuge-specific species detection model. Utilized mobile applications, such as ESRI ArcCollector and Avenza Maps, to record biological data and track management actions implemented on the refuge. Entered, organized, and processed biological, hydrological, and topographical data in ArcGIS and MS Excel to provide refuge biologist with a standardized dataset.
- May 2017 – Aug 2017 **Wildlife Management Intern** Full Time
Wisconsin Department of Natural Resources Navarino, WI
- Interned for the Wildlife Management Division in the Lower Wolf River Bottomlands Natural Resources Area in NE Wisconsin. Participated in statewide monitoring of game and non-game species, collecting data on their distribution and abundance while utilizing a variety of field techniques. Demonstrated expertise in trapping and handling waterfowl, utilizing walk-in traps and rocket nets to capture birds for accurate aging and banding. Managed wetland systems using water control structures, dikes, and impoundments, ensuring that habitat was suitable for wetland-dependent species.
- Sep 2016 – Dec 2016 **Research Technician** Part Time
Dept. of Ecosystem Science and Management, University of Wyoming Laramie, WY
- Aided graduate students studying the response of Greater Sage Grouse to treatments on Big Sage Brush near Jeffrey City, Wyoming. Sorted and quantified invertebrates from soil and organic litter samples using screen sieve, forceps, and binocular magnifier. Cataloged and organized insect vials while reporting progress to supervisor.
- Jul 2016 – Aug 2016 **Conservation Technician** Full Time
Becker Soil and Water Conservation District Detroit Lakes, MN
- Assisted SWCD and NRCS with soil and water conservation projects. Surveyed sediment basin and water control structure sites using differential GPS receivers and digital levels to assist with restoration planning. Inventoried noxious and invasive weeds along rights-of-way using mobile GIS. Assessed soil health properties within agricultural crop fields and performed soil management practice inspections of private landowners.
- Jul 2016 – Aug 2016 **Laboratory Analyst** Full & Part Time
Jun 2014 – Aug 2015 RMB Environmental Laboratories, Inc. Detroit Lakes, MN
- Led a team of two (2) laboratory analysts in operation, maintenance, and calibration of scientific instruments (e.g., flow/auto analyzers, autoclaves, pipettes, centrifuges, and balances). Performed gravimetric, nitrate/nitrite, sulfide, chloride, BOD/cBOD, and microbial bacteria analyses on water samples from private wells, public utilities, private companies, and surface water. Collected, recorded, calculated, and reported data accurately using electronic databases while ensuring data QA/QC.

SELECTED VOLUNTEER & LEADERSHIP ACTIVITIES

- Sep 2018 – May 2019 **Vice President** Part Time
UWSP Student Chapter of The Wildlife Society Stevens Point, WI
Served as Vice President of one of the largest TWS student chapters in the United States. Primary duties included developing and implementing a variety of workshops, events, fundraisers, apparel orders, ensuring the continuity of over 20 research projects, and conducting other executive board tasks for an organization of over 160 members.
- Oct 2017 – May 2019 **Project Lead** Part Time
UWSP TWS - Adopt a Wildlife Area Project Stevens Point, WI
Served as the lead for an undergraduate project focusing on prairie habitat management at a local state wildlife area. Primary duties included coordinating with Wisconsin DNR staff to plan workdays, education activities, certification courses, and wildlife surveys. During this time, I oversaw 700+ volunteer work hours annually.
- Nov 2015 – May 2019 **Undergraduate Researcher** Part Time
UWSP TWS - Ruffed Grouse Project Stevens Point, WI
Served on an undergraduate research team studying ruffed grouse in northern Wisconsin. Primary duties involved conducting auditory drumming surveys, habitat assessments, and trapping operations to collect biological information, managing project equipment, research data, IACUC approvals, and project volunteers, and presenting research findings at local, state, and national research symposia.
- Dec 2016 – May 2017 **Research Intern** Part Time
University of Wyoming Raccoon Project Laramie, WY
Served as a volunteer intern for a graduate student studying the behavioral flexibility of wild raccoons across an urban-rural gradient. Primary duties involved performing handheld and vehicle-mounted VHF telemetry, monitoring remote camera and bait stations, and maintaining Passive Integrated Transponder tag readers at capture locations.
- Dec 2016 – May 2017 **Research Intern** Part Time
Wyoming Cooperative Fish and Wildlife Research Unit Laramie, WY
Served as a volunteer intern for a graduate student studying the Green Wave Hypothesis in a migratory mule deer population of western Wyoming. Primary duties involved the compositing and cataloging of mule deer fecal samples in a laboratory environment and reviewing literature for DNA metabarcoding protocols to ensure proper sample handling.
- Sep 2014 – Nov 2014 **Student Intern** Part Time
Becker Soil and Water Conservation District Detroit Lakes, MN
Served as a volunteer intern for a local soil conservation office. Primary duties involved assisting soil conservationists with environmental education activities about soil health, correcting historical aerial imagery for 37 townships, and supporting active restoration projects by performing topographic surveys and planting shoreline retention plants.
- Sep 2014 – Nov 2014 **Student Intern** Part Time
Detroit Lakes Wetland Management District, USFWS Detroit Lakes, MN
Served as a volunteer intern for a local FWS office. Primary duties involved collecting wetland composition and elevation data to delineate and plan for a wetland restoration project, gathering seed from native grasses and forbs for future planting efforts, and assisting fire technicians with equipment maintenance and fire planning.

CERTIFICATIONS & TRAINING

Wildlife-Human Incident Response Training (WHIRT) Missouri Department of Conservation	Apr 2021
CWD Winter Operations Sharpshooter Certification Missouri Department of Conservation	Jan 2020
CPR Training Missouri Department of Conservation	Jan 2020
Motorboat Operator Certification Course U.S. Fish and Wildlife Service, DOI	Sep 2019
Minnesota Non-commercial Pesticide Applicator Certification (Categories A & J) Minnesota Department of Agriculture	Jun 2019
Heavy Equipment Safety Training U.S. Fish and Wildlife Service, DOI	Jun 2019
MOCC Non-motorized Watercraft Training U.S. Fish and Wildlife Service, DOI	Jul 2019
Off-Road Utility Vehicle (ORUV) Training U.S. Fish and Wildlife Service, DOI	Jun 2019
Wisconsin Furbearer Trapper Training Wisconsin Department of Natural Resources	Apr 2019
Wisconsin Commercial Pesticide Applicator Certification (Category 6.0) Wisconsin Department of Agriculture, Trade, and Consumer Protection	Dec 2017
Agricultural Tractors w/Bucket Certification (SA 068) Wisconsin Department of Natural Resources	Aug 2017
ATV Operator Training Wisconsin Department of Natural Resources	Jun 2017
Chainsaw Safety Training Chainsaw Safety Specialists, LLC	Jun 2017
S-110 Basic Wildland Fire Orientation Certification National Wildfire Coordinating Group (NWCG)	May 2016
Wilderness and Remote First Aid Certification (ID: GTVCQL) American Red Cross	Nov 2016
Horsemanship Training Sodergreen Ranch and Horsemanship School	Oct 2016
S-212 Wildland Fire Chain Saws Certification Wisconsin Department of Natural Resources / NWCG	Apr 2016
Chemical Immobilization of Animals Certification Safe-Capture International, Inc.	Apr 2016
Wildland Firefighter Type 2 Certification (S-130, S-190, L-180, I-100) Wisconsin Department of Natural Resources / NWCG	Mar 2016
ATV Safety Certification Minnesota Department of Natural Resources	Apr 2010
Firearms Safety Certification Minnesota Department of Natural Resources	Oct 2008

SELECTED AWARDS & RECOGNITIONS

2023 Map Contest Winner – 2nd Place, Professional Category , GIS Certification Institute	Jul 2023
Science Branch Term Employee of the Year , Missouri Department of Conservation	Mar 2023
Chancellor’s Leadership Award , UWSP	May 2019
Dean’s List, College of Natural Resources , UWSP	Dec 2015 – May 2018
Janice Lee Fenske Memorial Award Finalist , The Wildlife Society	Feb 2017
Eagle Scout , Boy Scouts of America	Oct 2014
Chapter FFA Degree , National FFA Organization	May 2013

GRANTS & SCHOLARSHIPS (TOTAL AWARDED: \$78,087)

Student and Early Career Professional Grant , Midwest Assoc. of Fish and Wildlife Agencies (\$150)	Dec 2020
Student Travel Scholarship , MRRC Board of Directors (\$300)	Apr 2019
Arthur W. Mueller, Jr. Senior Scholarship , UWSP (\$1000)	Aug 2016
Douglas Stephens Travel Scholarship , UWSP (\$500)	Jan 2019
Wilson Achievement – Wildlife Scholarship , UWSP (\$1000)	Feb 2018
OSCAR Student Research Travel Grant , UWSP (\$1822)	Sep 2017
Douglas Stephens Scholarship , UWSP (\$1425)	Sep 2017
Matteson L&M Appreciation Scholarship , GRACF (\$6000)	Aug 2015, 16, 17, 18
OSCAR Student Research Travel Grant , UWSP (\$2386)	Jan 2017
Arthur W. Mueller, Jr. Sophomore Scholarship , UWSP (\$1000)	Aug 2016
L.A. Amundson Scholarship , L.A. Amundson Scholarships, Inc. (\$1000, \$2000)	Aug 2015, 16
UWSP Freshman Scholarship , UWSP (\$1000)	Aug 2015
Robert and June Paulson Scholarship , The Minneapolis Foundation (\$58,504)	Aug 2015

POSTER & ORAL PRESENTATIONS

Apr 2023	Tjepkes, B.W. Integrating geospatial modeling and reproducing reporting workflows for bat conservation. Session talk at Missouri GIS Conference, Columbia, MO.
Mar 2023	Tjepkes, B.W. , A. Elliott, K. Rezac, J. Meyer, and K. Ward. Missouri bat habitat conservation plan. Session poster at Missouri Department of Conservation Science Branch Conference, Potosi, MO.
Mar 2022	Tjepkes, B.W. Black bears in Missouri: ecology and management. Invited talk at MDC Evening with Wildlife, Monroe City, MO.
Mar 2022	Tjepkes, B.W. Missouri black bears and other furbearers. Invited talk at Missouri Master Naturalist Boone’s Lick Chapter Meeting, Virtual.
Mar 2021	Tjepkes, B.W. Black bear biology and management. Invited talk at Audubon Society River Bluffs Chapter Meeting, Jefferson City, MO.
Mar 2020	Tjepkes, B.W. Missouri black bears and other furbearers. Invited talk at Missouri Master Naturalist Boone’s Lick Chapter Meeting, Virtual.
Apr 2019	Tjepkes, B.W. , S.C. Fetherston, S.E. Hygnstrom, and S.L. Winter. Bald eagle nest-site selection along the upper Mississippi River, 1990-2012. Session talk at Mississippi River Research Consortium, La Crosse, WI.
Apr 2019	Hammons, M.J., B.W. Tjepkes , P. Schwabenbauer, A. Johnson, C. Semlar, M. Cardinas, R. Masters, and J. Straub. Effects of prescribed fire on small mammal community of Schmeekle Reserve. Session poster at Research in the Rotunda, Madison, WI.

POSTER & ORAL PRESENTATIONS (CONT.)

- Apr 2019 **Tjepkes, B.W.**, J.G. Williams, J.O. Quehl, R.A. Martin, L. Cutler, and J.D. Riddle. Determining topographical components to drumming log selection in ruffed grouse. Session poster at University of Wisconsin – Stevens Point College of Natural Resources Undergraduate Research Symposium, Stevens Point, WI.
- Apr 2019 **Tjepkes, B.W.**, S.C. Fetherston, S.E. Hygnstrom, and S.L. Winter. Bald eagle nest-site selection along the upper Mississippi River, 1990-2012. Session poster at University of Wisconsin – Stevens Point College of Natural Resources Undergraduate Research Symposium, Stevens Point, WI. *Awarded highest honors.*
- Feb 2019 **Tjepkes, B.W.** and L.H. Kardash. Boots on the ground: UWSP Student Chapter of The Wildlife Society Partners with Wisconsin DNR through Adopt a Wildlife Area Program. Session talk at Wisconsin Chapter of The Wildlife Society Winter Meeting, Rothschild, WI.
- Jan 2019 Hammons, M.J., **B.W. Tjepkes**, P. Schwabenbauer, A. Johnson, C. Semlar, M. Cardinas, R. Masters, and J. Straub. Effect of prescribed fire on small mammal populations in Schmeckle Reserve, WI. Session poster at Midwest Fish and Wildlife Conference, Cleveland, OH.
- Jan 2019 **Tjepkes, B.W.**, S.C. Fetherston, S.E. Hygnstrom, S.L. Winter, and B.J. Stemper. Bald eagle nest-site selection along the Upper Mississippi River, 1990-2012. Session talk at Midwest Fish and Wildlife Conference, Cleveland, OH.
- Oct 2018 **Tjepkes, B.W.**, J.G. Williams, J.O. Quehl, B.M. Rochefort, R.A. Martin, and J.D. Riddle. Spatial position and orientation of ruffed grouse drumming logs. Session poster at The Wildlife Society Annual Conference, Cleveland, OH.
- Apr 2018 **Tjepkes, B.W.** Comparing home ranges, habitat-use, and spatial patterns of raccoons (*Procyon lotor*) in Laramie, Wyoming. Session talk at UWSP College of Natural Resources Undergraduate Research Symposium, Stevens Point, WI.
- Jan 2018 **Tjepkes, B.W.**, J.G. Williams, J.O. Quehl, B.M. Rochefort, R.A. Martin, and J.D. Riddle. Measuring drumming log characteristics. Session poster at Midwest Fish and Wildlife Conference, Milwaukee, WI.
- Sep 2017 Williams, J.G., S.E. Lau, H.A. Putnam, J.O. Quehl, **B.W. Tjepkes**, and J.D. Riddle. Ruffed grouse drumming log characteristics. Session poster at The Wildlife Society Annual Conference, Albuquerque, NM.
- Feb 2017 Williams, J.G., S.E. Lau, H.A. Putnam, J.O. Quehl, **B.W. Tjepkes**, and J.D. Riddle. Ruffed grouse (*Bonasa umbellus*) drumming log characteristics near Tomahawk, Wisconsin. Session poster at Midwest Fish and Wildlife Conference, Lincoln, NE.
- Oct 2016 Williams, J.G., H.M. North, **B.W. Tjepkes**, S.E. Lau, and J.D. Riddle. Ruffed grouse (*Bonasa umbellus*) drumming log selection near Tomahawk, Wisconsin. Session poster at The Wildlife Society Annual Conference, Raleigh, NC.
- Apr 2016 Williams, J.G., H.M. North, **B.W. Tjepkes**, S.E. Lau, and J.D. Riddle. Relationships between home range size, age, and habitat for ruffed grouse. Session poster at University of Wisconsin – Stevens Point College of Natural Resources Undergraduate Research Symposium, Stevens Point, WI.

PROFESSIONAL AFFILIATIONS

- Society for Conservation GIS:** Member **2022 – Present**
- The Wildlife Society, Missouri Chapter:** Member, Officer-at-Large (2019-2021) **2020 – Present**
- American Society of Mammalogists:** Lifetime Member **2016 – Present**
- The Wildlife Society, National Chapter:** Member, Spatial Ecology and Telemetry Working Group **2015 – Present**

TECHNICAL REPORTS, DATASETS & MAPS

Missouri Department of Conservation. 2023. MDC Bat Habitat Conservation Plan FY22 Annual Report. Missouri Department of Conservation. Jefferson City, MO.

Conlee, L., N. Bowersock, T. Johannsen, **B. Tjepkes**, C. Kurz, and L. Glover. 2021. FY21 Furbearer Program Annual Report. Missouri Department of Conservation. Jefferson City, MO.

Tjepkes, B.W. 2021. Missouri Black Bear Sighting Reports – 2020 [Map]. *Missouri Conservationist Magazine* 82(2):27.

Fetherston, S.C., **B.W. Tjepkes**, S.E. Hygnstrom, and S.L. Winter. 2020. Final Report: Bald Eagle Nest Monitoring on the Upper Mississippi River, 1990–2012. USFWS Technical Report.

Tjepkes, B.W., S.C. Fetherston, S.E. Hygnstrom, and S.L. Winter. 2020. Bald Eagle Nest Monitoring on the Upper Mississippi River, 1990-2012. USFWS Geospatial Dataset.

ATTENDED CONFERENCES, SYMPOSIA & WORKSHOPS

Posit Conference 2023 , Virtual	Sep 2023
Introductory Bayesian in R Workshop , Columbia, MO	Jun 2023
Missouri GIS Conference , Columbia, MO	Apr 2023
Missouri Department of Conservation Science Branch Conference , Potosi, MO	Mar 2023
Midwest Fish and Wildlife Conference , Virtual	Feb 2021
USFWS Midwest Region 2019 Intern Workshop , Bloomington, MN	Jul 2019
Mississippi River Research Consortium , La Crosse, WI	Apr 2019
16th Annual Research in the Rotunda , Madison, WI	Apr 2019
UWSP CNR Undergraduate Research Symposium , Stevens Point, WI	Apr 2019
Wisconsin Chapter of The Wildlife Society 2019 Winter Meeting , Rothschild, WI	Feb 2019
Midwest Fish and Wildlife Conference , Cleveland, OH	Jan 2019
The Wildlife Society 25th Annual Conference , Cleveland, OH	Oct 2018
Data Management for Long-term Wildlife Monitoring Workshop , Cleveland, OH	Oct 2018
UWSP CNR Undergraduate Research Symposium , Stevens Point, WI	Apr 2018
Midwest Fish and Wildlife Conference , Milwaukee, WI	Jan 2018
Wildlife Data Analysis Using Program R Workshop , Milwaukee, WI	Jan 2018
Wisconsin DNR Carnivore Tracking Workshop , Stevens Point, WI	Dec 2017
The Wildlife Society 24th Annual Conference , Albuquerque, NM	Sep 2017
Introductory R Workshop , Albuquerque, NM	Sep 2017
Midwest Fish and Wildlife Conference , Lincoln, NE	Feb 2017
Beginning Your Professional Journey Student Workshop , Lincoln, NE	Feb 2017
Data Analysis with R Workshop , Laramie, WY	Dec 2016
The Wildlife Society 23rd Annual Conference , Raleigh, NC	Oct 2016
North Central Section of The Wildlife Society 2016 Student Conclave , Tomahawk, WI	Apr 2016
Chemical Immobilization of Animals Workshop , Wausau, WI	Apr 2016
UWSP CNR Undergraduate Research Symposium , Stevens Point, WI	Apr 2016
Timber Wolf Information Network Wolf Ecology Workshop , Tomahawk, WI	Feb 2016

SELECTED REFERENCES

Laura Conlee, M.Sc. (Former Supervisor)
Science Branch Chief
Missouri Department of Conservation

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Shawn Crimmins, Ph.D. (Former Research Advisor)
Research Ecologist/Wildlife Biologist
Alaska Cooperative Fish and Wildlife Research Unit

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Scott Hygnstrom, Ph.D. (Former Academic & Research Advisor)
Professor, Wildlife Ecology
University of Wisconsin-Stevens Point, College of Natural Resources

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Brad Strobel, Ph.D. (Former Supervisor)
Wildlife Biologist
Necedah National Wildlife Refuge, USFWS

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