



LIBRARIES

UNIVERSITY OF WISCONSIN-MADISON

Box 1, Folder 8: Correspondence, 1979-1989. 1979-1989

[s.l.]: [s.n.], 1979-1989

<https://digital.library.wisc.edu/1711.dl/VPQDOQXEBBUN28T>

<http://rightsstatements.org/vocab/InC/1.0/>

For information on re-use see:

<http://digital.library.wisc.edu/1711.dl/Copyright>

The libraries provide public access to a wide range of material, including online exhibits, digitized collections, archival finding aids, our catalog, online articles, and a growing range of materials in many media.

When possible, we provide rights information in catalog records, finding aids, and other metadata that accompanies collections or items. However, it is always the user's obligation to evaluate copyright and rights issues in light of their own use.

FOREST SERVICE

S.O.

26 1979

REPLY TO: 2600 Wildlife

December 19, 1979

SUBJECT: Technical Bulletin # 113

TO: Mike Dombeck thru Jim Bruce



Congratulations on the publication of the results of your
Muskellunge movement and behavior study. It is a well written
technical bulletin.

for *J. Hubbard*
ROY E. DROEGE
Forest Supervisor

TO	
	RANGER
	TMA
	ORA
	FOR 1
	FOR 2
	FISHERIES
	WILDLIFE
	FOR TECH
	FOR TECH
	FOR TECH
	FOR TECH
	OTHER
	DISTRICT CLERK
	CLERK
	GENERAL

*Copy of original
for Fisheries*



American Fisheries Society

ORGANIZED 1870 | INCORPORATED 1910

RICHARD A. RYDER
PRESIDENT 1980-81

CARL R. SULLIVAN
EXECUTIVE DIRECTOR

ROBERT L. KENDALL
EDITOR

February 4, 1981

Mr. Michael P. Dombeck
P.O. Box 145
Munising, Michigan 49862

Dear Mr. Dombeck:

This is a follow-up of our earlier letter of notification of your certification as a Fisheries Scientist by the Board of Professional Certification. It is now my pleasure to send you your certificate, signed by the President, the Executive Director, and the Chairman of the Board of Professional Certification.

The emblem at the top of the certificate is of special significance for it symbolizes the relationship between professionalism in fisheries science and the Society. The shield symbolically depicts a fish scale. Various aquatic resources are represented by the striped bass, penaeid shrimp, blue crab, rainbow trout, oyster, and Irish moss. The trawler on the left and the angler with his tackle on the right depict commercial and recreational fishing. Within the shield, the cross contains patterns of two kinds of fishways. The AFS design and the scientist with his microscope indicate the affinity between the American Fisheries Society and research.

Again, my warm congratulations.

Sincerely,

Carl R. Sullivan
Executive Director

CRS/twb
Enclosures



State of Wisconsin

DEPARTMENT OF NATURAL RESOURCES

Carroll D. Besadny
Secretary

BOX 7921
MADISON, WISCONSIN 53707

November 4, 1982

IN REPLY REFER TO: 3600

Mr. Robert Hollingsworth
U. S. Forest Service
366 W. Wisconsin Avenue
Milwaukee, WI 53203

Dear Mr. Hollingsworth:

This is to summarize the results of the meeting held on October 14, 1982 regarding Mike Dombeck's muskellunge habitat research project. Mike is to be congratulated on both his oral and written presentations of the results of this work.

He has demonstrated that low oxygen levels associated with some types of substrates cause severe muskellunge egg mortalities. He suggests that in these areas the problem might be alleviated by proper water level manipulation, removal of substrates having high BOD's, or the installation of suitable substrate such as brush or artificial fabrics in known spawning areas.

It was agreed that these suggestions should be tested. This requires site selection, management implementation, and evaluation of each of the management measures. It would be advantageous to use waters in the Chequamegon National Forest, especially if Mike Dombeck is to carry out the evaluation. Beginning in the fall of 1983, he will be available to work on two to four lakes. It may be possible for some fish managers to work these tests into their programs as well.

In preparation for testing these management strategies, the following sequence will be followed:

1. By January 1, Mike Dombeck will submit to each member of the Steering Committee criteria for the waters to be used for testing each of the three management measures suggested and also submit a list of lakes for each management measure if possible.
2. By February 1, the Bureau of Fish Management will submit a list of suitable waters to Mike, using the Department data base and his criteria.
3. In February, Mike will meet with the local coordinating committee as well as selected fish managers to formulate proposals for testing the management measures.
4. Mike Dombeck will prepare an outline of the evaluation procedures and submit it to the fish managers that will be involved in the evaluations as well as each member of the Steering Committee.

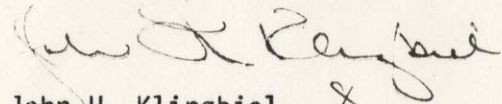
Mr. Robert Hollingsworth - November 4, 1982

2.

5. The Coordinating Committee will meet in July to discuss the progress on both the research which has been carried out and the plans for testing his habitat improvement measures.

Let me know if you have any corrections or questions about this summary.

Sincerely,
Bureau of Fish Management



John H. Klingbiel
Coolwater Fisheries & Propagation
Specialist

JHK:sjh

cc: M. Dombeck - Chequamegon National Forest
L. Christenson - SD
C. Johnson - Spooner
R. Poff - FM/4
J. Klingbiel - FM/4

1567L



State of Wisconsin

DEPARTMENT OF NATURAL RESOURCES

Dombeck
Carroll D. Besadny
Secretary

Northwest District Headquarters
Box 309
Spooner, WI 54801

April 22, 1983

8130

Mr. John Wolter
Forest Supervisor
USDA Forest Service
Chequamegon National Forest
157 N. 5th Avenue
Park Falls, WI 54552

Dear John:

Enclosed is a proposal of a new research project we will be conducting beginning this spring. One of the study lakes will be Cisco Lake, Bayfield County which is within the Chequamegon National Forest. Cisco Lake will receive a planting of muskellunge eggs in spring 1984 and 1986 as well as a stocking of muskellunge fry in the spring of 1983 and 1985. The first and simplest objective of this project is to determine how reliable of a propagation technique are these methods. The reason to study and introduce muskellunge in lakes which previously did not contain muskellunge is so that any survivors captured can be assumed to be a result of our efforts rather than from some incidental level of natural reproduction. No detrimental impact on other fish species is expected. Any assistance you feel is appropriate in informing the public of our activities by your personnel is appreciated.

I would like to point out some valuable incidental data which may result from this project regarding muskellunge management. As you are aware, Mike Dombeck has identified bottom substrate as a limiting factor of muskellunge reproduction. If the planting of fertilized eggs on firm substrate results in the production of muskellunge fingerlings, then this data would strongly support Mike's conclusions. The efforts of Mike's future work on habitat manipulation also parallels the scope of this project. I would like to commend the work which has been done by Mike and the Forest Service as I feel that it has added to the scope of our understanding of limiting factors in natural reproduction of muskellunge. If you have any questions or concerns about this project, please feel free to contact me.

Sincerely,

Dave Hanson

David A. Hanson
Research Biologist

DAH:ja
Enc.

cc: Howard Snow - Spooner
Lyle Christenson - Nevin
Jeff Roth - Park Falls
Bob Hollingsworth - Milwaukee (Enc)
→ Mike Dombeck - Park Falls (Enc)
Dave Jacobson - Spooner

BOB SCHMIDT

April 24, 1984



Manager - Switching
Counselor -
Quality of Work Life



Past International President



Chair - Muskellunge Symposium
April 4 - 6, 1984

Member - North Dakota
Water Pollution
Control Commission

Max Peterson
Chief
USDA Forest Service
P. O. Box 2417
Washington, D. C. 20013

Dear Mr. Peterson,

Recently we completed the International Muskellunge Symposium at LaCrosse, Wisconsin. The event was a resounding success thanks, in a large part, to the hard work, dedication and abilities of Mike Dombeck, a forest service employee from Park Falls, Wisconsin. Mike's professional organization of the technical program assured the positive impact this event will have on the future of the Muskellunge. The Symposium Committee wishes to thank the Forest Service for letting Mike be involved.

As a part of the Symposium, we learned the value of protecting habitat and the impact water quality has on reproduction. Proper management of our multiple use forests can provide the necessary natural filtering effect on streams that nature intended.

I am enclosing a copy of the program book for your personal review of this project. We hope you will continue to encourage your employees to participate in joint projects with concerned user conservation groups.

Best regards,

Bob Schmidt
General Chairman

Enclosure



Reply to: 6130

Date: November 16, 1984

Mr. Michael Dombeck
Fisheries Biologist
c/o Chequamegon NF
157 North Fifth Avenue
Park Falls, WI 54552

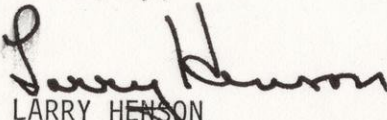
Dear Mike:

Congratulations for your promotion and move to Region 5. This is a significant and important step in your career.

Our loss is Region 5's gain. You have many friends here in Region 9 who would have preferred to see you stay here. I share that opinion, but feel you and the Forest Service will benefit greater in the long term because of this broadening of your experience.

Best of luck to you. We know Region 5 is getting a top-flight biologist.

Sincerely,


LARRY HENSON
Regional Forester

cc:

FS Jack Wolter
Chequamegon NF

Jaw





State of Wisconsin

DEPARTMENT OF NATURAL RESOURCES

Carroll D. Besadny
Secretary

BOX 7921
MADISON, WISCONSIN 53707

December 6, 1984

Mr. Larry Henson, Regional Forester
U.S. Department of Agriculture
310 W. Wisconsin Avenue
Milwaukee, WI 53203

CHIEF	NF
DEC 18	
F.SUR	
LANDS	
ENG	
TM	
PD&B	
REC	
AD	
S&F	
PERS	
EDP	
PROC	
S.CLK	
R.D.	

IN REPLY REFER TO: 3600

Dear Mr. Henson:

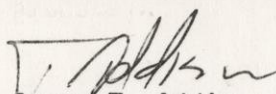
I recently received a copy of Mike Dombeck's dissertation on the biological factors affecting muskellunge reproduction, and I believe that his work is a major contribution to the management of muskellunge. I would like to commend Mike for his work, and the Forest Service for its insight in sponsoring and funding the project.

One of the major problems in managing muskellunge is the limited natural reproduction. Mike's work shows the detrimental affect of northern pike, and that low dissolved oxygen concentrations at the substrate-water interface is a limiting factor for reproduction in a number of waters. He also suggests a number of avenues that should be considered to alleviate low oxygen situations.

I have sent portions of the dissertation to each of our area fish managers so they can follow up on some of Mike's leads. I urge you also to consider extending your work in this direction as the opportunity arises.

Thanks again for sponsoring this important project.

Sincerely,
Bureau of Fish Management


James T. Addis
Director

cc: J. Wolter - Park Falls
M. Dombeck

3492L

STATE OF INDIANA



INDIANAPOLIS, 46204

DEPARTMENT OF NATURAL RESOURCES

State Office Building

James M. Ridenour
DIRECTOR

607 State Office Building

December 11, 1984

Michael P. Dombeck
U.S. Forest Service
157 North 5th Avenue
Park Falls, Wisconsin 54552

Dear Mike,

Just a note of thanks for your very capable handling of your session at the recent Midwest. The Fisheries Program Committee realized the importance of selecting chairmen who would keep the speakers on schedule and provide overall professional control for the sessions. You did just that and the success of the conference was due in large part to such efforts.

The enclosed calendar booklet is intended as a token of appreciation for your participation in the program. Thanks once again.

Sincerely,

William D. James, Chairman
Fisheries Program Committee

WDJ:eh
Enclosure



Reply to:

2660 Program Administration

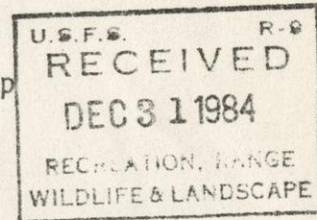
Date: DEC 26 1984

Subject:

Fisheries Program Managers' and Fish Habitat Relationships Workshop

To:

Regional Forester, R-9



We have reviewed the manuscript "Natural Muskellunge Reproduction in Midwestern Lakes" by Michael Dombeck of the Chequamegon National Forest. The predictive model developed from this effort should be an excellent management tool for use in Region 9. It would be advantageous to have the model functional on the Data General for use in project development and Forest Plan implementation before Dombeck leaves the Region for his new duty assignment in San Francisco.

Because this is the first good example of a lake fishery predictive model we would like to have Dombeck prepare a presentation to be given at the Fish Habitat Relationships Workshop scheduled for March 6-8 at Fort Collins, Colorado. Such a presentation will help other Regions in developing similar predictive tools.

DALE A. JONES
Director of Wildlife and Fisheries

U.S.F.S.	R-9
RECEIVED	
DEC 31 1984	
RECREATION, RANGE	
WILDLIFE & LANDSCAPE	
NF	
JAN 13	
<input checked="" type="checkbox"/>	F. SUP.
<input checked="" type="checkbox"/>	LANDS
<input type="checkbox"/>	ENG
<input type="checkbox"/>	TM
<input type="checkbox"/>	PD&B
<input type="checkbox"/>	REC
<input type="checkbox"/>	AO
<input type="checkbox"/>	B&F
<input type="checkbox"/>	PERS
<input type="checkbox"/>	EDP
<input type="checkbox"/>	PROC
<input type="checkbox"/>	S. CLK
<input type="checkbox"/>	R.D.

Mike





United States
Department of
Agriculture

Forest
Service

Washington Office
Wildlife and Fish Ecology Ft. Collins, CO 80524

3825 E. Mulberry

Reply to: 6140 Employee Development

Date: March 14, 1985

Subject: Performance of Mike Dombeck

To: Regional Forester, R-5

Thank you for permitting Mike Dombeck to participate in the Fish Habitat Relationships Systems Workshop that was held in Ft. Collins March 6-8. Mike's presentation of the lake model designed to assess muskey production potential was excellent. He and the Forest are to be commended for development of such state of the art technology. The model was well received and has encouraged other regions to look closely at the potential of developing similar tools.

Mit Parsons

MIT PARSONS
Fishery Systems Ecologist

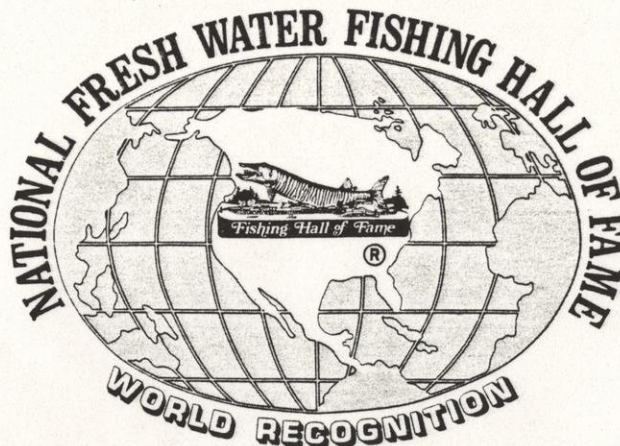
F & WL - R5			
APR 1			
Info		Act	Init
<input checked="" type="checkbox"/>	DIRECTOR		
	WILDLIFE		
	Ad. Forest		
	W. H. R.		
	Info. Syst.		
	T & E Biol.		
	ANAD. FISH.		
	RES. FISH.		
	RUS. MGMT.		



VOLUNTEER EXECUTIVE BOARD

PRESIDENT
Bud Nelson
VICE PRESIDENT
Walter West
SECRETARY
Bob Kutz
TREASURER
Oscar Ireland
LEGAL DIRECTORS
Atty. Quentin Johnson
Atty. Norman Yackel
VOLUNTEER & PROFESSIONAL STAFF
EXECUTIVE DIRECTOR
Bob Kutz
BUSINESS MANAGER
Fannie Kutz
DISPLAY
Ray Tarte
RECORD REVIEW CHAIRMAN
Larry Ramsell
ADVISORY GOVERNORS
WESTERN HEMISPHERE
Richard Ream
Downey, Calif.
Stu Apte
Miami, FL.
Dr. E.J. Crossman
Toronto, Canada
Brad Latvaitis
Pleasant Lake, Mi.
Mike Conlon
Springfield, Ill.
Dave Moran
Minneapolis, Mn.
Bill Culbertson
Elmhurst, Ill.
John Mooney
Oak Park, Ill.
Jack Shingleton
East Lansing, Mi.
Warren Knowles
Milwaukee, WI.
Ted Williams
Islamorada, FL.
Jim Jost
Milwaukee, WI.
John Case
Park Ridge, Ill.
Joan Salvato Wulff
Surry, N.H.
J. Wayne Fears
Greenville, S.C.
E.L. (Buck) Rogers
Columbia, Mo.
Jack Lorenz
Arlington, Va.
Dan Bailey
Livingston, Mont.
Bill Allsbrook
Conshohocken, Pa.
Dick Kaminski
Lac du Flambeau, WI.
Bill Gautsche
Schaumburg, Ill.
Steve Henry
Chippewa Falls, WI.
Roger Klocek
Chicago, Ill.
James Morrow
Port Orford, Or.
Andy Andel
Rhineland, WI.
Dick Riis
St. Paul, Mn.
Don Woodruff
Menomonee Falls, WI.
Sam Sanfillipio
Madison, WI.
George Pazik
Menomonee Falls, WI.

EASTERN HEMISPHERE
A.G. Perrin
Glasgow, Scotland
Peter H. Tomblason
Peterborough
Great Britain
Dick Elliot
Wales, U.K.
FOREIGN RECORDS REP.
Jan Eggers
Holland



ORIGINATING FOUNDER
Bob Kutz, Hayward, WI

May 10, 1985

Dr. Mike Dombeck
Rt. 4 Box 68B
Fifield, WI 54524

Dear Dr. Dombeck:

By official recent action of the Executive Board of Directors you have been dutifully selected and elected to the National Fishing Hall of Fame's World Board of Advisory Governors.

Thank you for graciously accepting the responsibility of helping to perpetuate this project and its programs and concept.

As a Board Governor, your prestigious station in life, and your contributing thoughts, actions and credibility will enhance the service and progress of the Hall.

On behalf of the Executive Board, Congratulations!

Sincerely,

Bob Kutz
Board, Secy.

RBK/lg

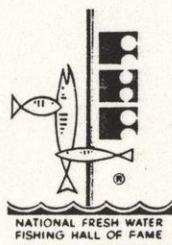
MEMBER

International Association of Sports
Museums & Halls of Fame



NATIONAL FRESH WATER FISHING HALL

Box 33 - Hall of Fame Drive, Hayward, WI 54843
PHONE: (715) 634-4440
A NON-PROFIT 501 (c) (3)
Tax Exempt Organization



THE NATIONAL FRESH WATER FISHING HALL OF FAME, INC. IS A NON-PROFIT MUSEUM AND EDUCATIONAL ORGANIZATION

- DEDICATED TO THE CONSERVATION AND SPORT OF FISHING THROUGHOUT THE WORLD, AND
- A HALL OF FAME AND MUSEUM WHERE THE HISTORY OF FISHING AND ANGLING ACHIEVEMENTS IS PORTRAYED

416: 586-5759

03 January 1986

Mr. Mike Dombeck
U.S.D.A. Forest Service
Chequamegon Nat. Forest
157 N. 5th Avenue
Park Falls, Wisconsin
U.S.A. 54552

Dear Mike:

*Response sent.
1/27/85*

I have seen a notice in Copeia that the Names List Committee (AFS and ASIH) is taking on the task of assigning common names to those hybrids now in common use in North America. This will no doubt include the Esox masquinongy X Esox lucius hybrid.

I feel we should give serious consideration to a new name. New York State may attempt to resurrect norlunge. The name tiger musky was used originally for true muskellunge in Wisconsin and Minnesota with very pronounced vertical bars. I think confusion is created by naming the hybrid with a modifier to the word muskellunge. I think a separate and distinctive name would be better. The name splake is, I think, a suitable hybrid common name. It is a combination name, but not simply a modifier attached to the name of one parent. I preferred wendigo in that instance but splake caught on. I would not like to see tiger muskellunge accepted simply because it has already been in use.

When N.Y. State first proposed norlunge I tried all sorts of things but didn't come up with a name I liked, or one that was better than norlunge. My main objection to norlunge was the fact that the hybrid is likely to be confused for a muskellunge but never for a pike.

Do you agree that we should attempt to avoid tiger muskellunge in any formal codification of common names for the hybrids?

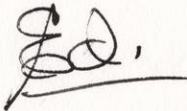
Do you have any euphonious alternatives to suggest?

...2

The actual existence of the natural hybrid was probably first properly documented by Cameron in 1948 (Canadian J. Research 26:223-229, reprinted as Contribution No. 31, Royal Ontario Museum of Zoology). The animals used in that discussion came from Little Vermillion Lake, N.W. Ontario, since fish from that location had been the source of the earlier erroneous description of the hybrid under the name Esox amentus (Godrey 1945, Outdoors 13(8): 10, 11, 36).

Do you think an open letter of this nature in "Muskie" and Newsletter of Muskies Canada would serve any constructive purpose or simply initiate a polemic?

Sincerely,

A handwritten signature in dark ink, appearing to be 'EJC', with a horizontal line drawn underneath.

Dr. E. J. Crossman
Curator
Department of Ichthyology & Herpetology

EJC/cr

American Institute of Fishery Research Biologists

An association incorporated in 1956 to establish and maintain high professional standards by recognition of achievement and competence.

President

Hugh R. MacCrimmon
Guelph, ONT

Past President

B.E. Skud
Narragansett, RI

Secretary

G.H. Lawler
Winnipeg, MB

Treasurer

C.F. Cole
Columbus, OH

Membership Review

S.M. Ray, Chm.
Galveston, TX

B. Griswold
Ann Arbor, MI

C.L. Peterson
San Diego, CA

R.C. Summerfelt
Ames, IA

K. Warner
Bangor, ME

Briefs Editor

O.B. Cope
Asheville, NC

District Directors

Alaska
D.R. Gibbons
Juneau, AK

California, Cent.
T. Echeverria
Tiburon, CA

California, S
P.L. Haaker
Long Beach, CA

Carolina
C.J. Moore
Charleston, SC

Florida
E.D. Prince
Miami, FL

Great Lakes, S Cent.
H.A. Tanner
Haslett, MI

Gulf Of Mexico, NE
C.M. Roithmayr
Pascagoula, MS

New York-New Jersey
P.H. Cahn
Greenvale, NY

Oregon-Wash. SW
H.F. Horton
Corvallis, OR

Texas
A.M. Landry, Jr.
La Marque, TX

Washington, DC Metro
R.G. Rinaldo
Silver Spring, MD

Washington, NW
E.A. Best
Seattle, WA

Texas A&M University at Galveston
Building 311
Fort Crockett
Galveston, Texas 77550

June 24, 1986

Dr. Michael P. Dombeck
USDA Forest Service
Fisheries & Wildlife Management
630 Sansome Street
San Francisco, CA 94111

Dear Dr. Dombeck:

It is a pleasure to inform you that the recommendations of your colleagues and your application for membership in the American Institute of Fishery Research Biologists have been duly considered and approved by the Membership Review Committee.

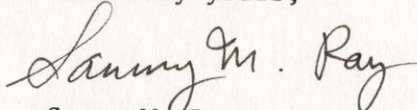
Acting in accord with the procedures in the Articles of Incorporation and Bylaws, they have found that you fulfill the requirements for

MEMBER.

You may acknowledge your membership by transmitting in the enclosed envelope your admission fee of \$5.00 and annual dues of \$15.00, the latter covering the calendar year following your election. Please enclose with your remittance a printout of your name (exclusive of academic degrees or titles) as you wish it to appear on your diploma.

Welcome into our organization.

Sincerely yours,



Sammy M. Ray
Membership Chairperson

cc: Brian Water
AIFRB District Director
9 Snowberry Court
Orinda, CA 94563



United States
Department of
Agriculture

Forest
Service

WO

C.C. TO R.F.

R-5
R-9

Reply to: 1340-1

Date: DEC 05 1986

Subject: Employee Suggestion No. 6159 (R-9-8638)

To: Regional Foresters, R-5 and R-9

Recently Region 9 sent to us for approval an employee suggestion by Mr. Michael P. Dombeck who developed a simple technique to hatch muskellunge eggs in artificial turf incubators. This was done while he was employed on the Chequamegon National Forest.

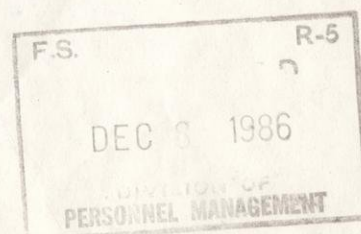
The technique, if broadly applied, has the potential to dramatically reduce warm water and cool water hatchery costs. It is inexpensive, simple to apply, and requires limited fisheries management skills thus having great potential in remote locations and underdeveloped countries.

We approve adoption of this suggestion for use throughout the range of muskellunge and other appropriate warm water species of fish. In discussions with Region 9 personnel, it has been decided that an award of \$5,000 should be awarded to the suggester. Since Mr. Dombeck has transferred from the sponsoring Region 9 to Region 5, and will soon transfer to the Washington Office, it would seem appropriate to make the award presentation in the Chief's Office along with some publicity after Mr. Dombeck arrives at his new assignment. Bob Nelson would therefore be in the best position to facilitate this effort and has agreed to do so. Region 9 has offered to finance the award.

Please inform Mr. Dombeck of this matter and give him our congratulations. His use of the suggestion program is greatly appreciated and we encourage him to submit future suggestions.

Charles R. Hartgraves

**CHARLES R. HARTGRAVES
ASSOCIATE DEPUTY CHIEF**





United States
Department of
Agriculture

Forest
Service

R-9

Reply to: 6140

Date: April 6, 1987

Subject: Suggestion Award

To: Michael P. Dombeck
Thru: Director, Wildlife and Fisheries Staff, W.O.

Congratulations! We are recognizing the special contribution you have made to national fisheries management.

Your suggestion of an innovative technique for hatching muskellunge eggs in artificial turf incubators has potential to drastically reduce hatchery costs. It is inexpensive and simple to apply as well as effective.

We appreciate the diligent commitment to excellence in natural resource management that you demonstrated while in Region 9. We are confident that you will continue your outstanding contributions to the Forest Service and its mission of serving the public and caring for the land.


FLOYD J. MARITA
Regional Forester





Reply to:

6140

Date: July 17, 1987

Subject:

Certificate of Appreciation

To:

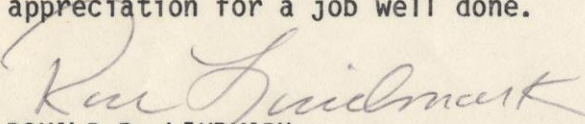
Mike Dombeck
Thru: Director, WL/F

One of my last acts as Director of Forest Environment Research will be to recognize the outstanding contributions you made as a member of the working group which developed the National Plan for Fish Habitat Research.

I think this plan and the incorporation of Research into the National Fishery Program of the Forest Service will strengthen our overall program. The needs are many and the opportunities are great. This program will provide the direction and visibility to move ahead in a positive and aggressive manner.

I am well aware of the short timeframe you folks had for developing the plan. In view of this I think you accomplished a very difficult task in a very innovative way. The combination of a work group meeting, conference calls, and FLIPS communications paid off.

On behalf of Bob Nelson and Mike Barton I again want to express sincere appreciation for a job well done.


RONALD D. LINDMARK
Director of Forest Environment Research

Enclosure





STATE OF WEST VIRGINIA
DEPARTMENT OF NATURAL RESOURCES
CHARLESTON 25305

ARCH A. MOORE, JR.
Governor

May 23, 1988

RONALD R. POTESTA
Director

ROBERT K. PARSONS
Deputy Director

Mr. Robert D. Nelson
Director, Wildlife and Fisheries
United States Forest Service
Post Office Box 2417
Washington, D.C. 20013

Good work Mike

Dear Mr. Nelson:

On behalf of the Northeast Association of Fish and Wildlife Resource Agencies, please accept my thanks for the participation by Mr. Michael Dombeck at our recent conference. Mr. Dombeck's presentation as part of our panel discussion on "Trends in Wildlife Use - Impacts on Future Programs" was most enlightening and set the stage for a very successful meeting.

We appreciate the arrangements that were made by you and your staff to allow Mr. Dombeck's participation. His contributions to the conference reflected well upon both the association and your agency. You are fortunate to have someone with his dedication and initiative as an employee.

Please don't hesitate to contact me if my agency or the Northeast Association can ever be of assistance to you.

Sincerely,

Robert L. Miles

Robert L. Miles, Chief
Wildlife Resources Division

RLM/bgj



United States
Department of
Agriculture

Forest
Service

WO

Reply to: 2600

Date: 18 MAY 1989

Subject: Fisheries Biologist Staffing

To: Director, WL/F

The table below shows progress made in fisheries biologist staffing since 1987.

FOREST SERVICE FISHERIES BIOLOGIST STAFFING TRENDS

Number of fisheries biologists employed and percent minorities and women by Region.

<u>REGION</u>	<u>TOTAL*</u> <u>1987</u>	<u>% MINORITIES*</u> <u>AND WOMEN</u>	<u>TOTAL*</u> <u>MAY 1989</u>	<u>% MINORITIES*</u> <u>AND WOMEN</u>
1	13	14	25	20
2	5	20	13	30
3	3	0	6	50
4	16	6	26	19
5	14	23	33	55
6	28	25	42	33
8	6	16	13	23
9	6	0	17	58
10	20	19	33	31
WO	2	0	3	33
	—	—	—	—
GRAND TOTAL	112	17%	211	35%

* BASED ON REGIONAL DATA

MIKE DOMBECK
National Fisheries Program Manager



Caring for the Land and Serving People

FS-6200-28(7-82)

United States
Department of
Agriculture

Forest
Service

WO

Reply to: 6130

Date: June 9, 1989

Subject: Temporary Acting Assistant Director for Wildlife and Fisheries

To: Regional Foresters

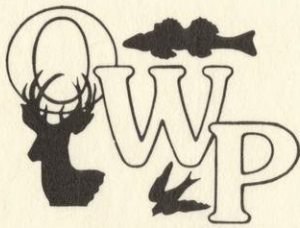
Mike Dombeck has received a temporary promotion to Acting Assistant Director, Programs, Wildlife and Fisheries Staff, during Hal Salwasser's assignment to the NFS office. We expect Hal's assignment will last until September.

Mike will handle the Fish, Wildlife, and Threatened and Endangered Species Programs, and Phil Janik, Assistant Director, Planning, Wildlife and Fisheries Staff, will handle the various planning activities (budget, RPA, LMP, etc.)

/s/Robert D. Nelson

ROBERT D. NELSON
Director of Wildlife and Fisheries

cc: Regional WLF Directors
James Overbay, NFS
Dave Unger, NFS
Larry Lassen, INT



Organization of Wildlife Planners

Organization of Wildlife Planners

An Affiliate of the International Association of
Fish and Wildlife Agencies

1988-89 Officers

President

Harry Libby
Wisconsin DNR
P.O. Box 7921
Madison, WI 53707
(608) 267-7500

President Elect

Walt Gasson
Wyoming Game & Fish Dept.
5400 Bishop Blvd.
Cheyenne, WY 82002
(307) 777-7461

Treasurer

Dwight Guynn
Montana Dept. of Fish,
Wildlife, & Parks
1420 E. 6th Avenue
Helena, MT 59620

1988-89 Executive Committee

H. Libby
W. Gasson
D. Guynn
J. Fisher
S. Amend

June 12, 1989

Mike Dombeck
Dept. of Agriculture
Forest Service
12th and Independence
P.O. Box 96090
Washington, D.C. 20090-6090

Dear Mike:

I'd like to express appreciation to you for making the Annual Organization of Wildlife Planners meeting a success. The information that you provided will give these planners the tools, knowledge and personal contacts to carry out partnership programs in their agencies. Thanks for sharing your expertise.

Sincerely,

Bruce Hawkinson
Division of Fish & Wildlife
Ecological Services Section

*Your presentation should
challenge several states to
action. Thanks*

CHIEF'S THOUGHTS ON WRITING LETTERS

1. Be conversational and write the way you talk. Pretend you are having a face-to-face discussion or a telephone conversation with the other person.
2. Get friendly and personal - Use words like, "I, you, we, etc." No one likes to think that they are communicating with a non-person. Let's show that they are people and you are behind the USDA Forest Service.
3. Use root words, rather than puffing them up with "tion, est, ment, ize, and ility."
4. Don't use "turn off" phrases like "we are sorry for any inconvenience". "I want to assure you," or "Don't hesitate to call." Just say, "If you need help, I am available." "Give me a call."
5. Say exactly what you mean. No one likes a reply that beats around the bush.
6. The gap between how you talk and how you write letters is a good indication of how much you have become a bureaucrat and lost your own individual personality.
7. Don't be defensive. If FS didn't handle a situation very well, don't try to smooth it over. Just say so and move on and talk about what we are going to do in the future.
8. Take pride in your letters. If the writer wouldn't be proud to sign it, don't expect someone else to be proud of your work.
9. Put yourself in the place of the person you are writing to. How would you feel about the FS if you received your own letter.
10. Also, put yourself in the place of the person who will sign the letter. Say it the way the signer would say it. (e.g. Sec. Yeutter is not impressed with FS writing ability. He keeps rewriting our letters and sending them back for rewrites.