

# TRACKS & TRAILS

A monthly newsletter for employees of Texas Parks and Wildlife Department.

"To manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing and outdoor recreation opportunities for the use and enjoyment of present and future generations."

January 2010

## Web changes, interactive media coming soon

Soon, statewide employees will have the opportunity to take part in two exciting new initiatives involving interactive communication media. Interactive Services Branch Chief Robert Timbrook (Comm.) is leading the agency's core team of Web developers to roll out the initiatives this coming year.

The first initiative is a redesign of the agency Web site using a content management system (CMS) called Plone, which is used by NASA, the FBI and many other organizations. Plone will enable more employees to be able to create, change and update Web content, which will improve responsiveness and allow for more timely updates.

In the long term, each division's Web pages will be converted to Plone. The first of these major projects is the State Parks Web site redesign, a team effort involving the Communications, State Parks, and Information Technology divisions and outside contractors. In addition, the internal WILDnet will migrate to Plone in 2010.

The second initiative is TPWD's expanding move into social media, where the agency is piloting four platforms: YouTube, Facebook, Flickr and Twitter. The agency will promote "official" department member areas for these platforms, with connecting pages or areas for individual agency sites and programs. Communications, in coordination with IT, will complete and distribute social media guidelines for TPWD employees, offer training on new social media opportunities, add social media links to the TPWD home page, and begin promoting the State Parks Web site redesign and department social media offerings.

More information on these initiatives will be coming soon, along with opportunities for Plone training. Social media guidelines will be available on WILDnet in January. Once implemented, TPWD's application of these emerging technologies will streamline and improve how we do business with each other and our many stakeholders.



CHASE A. FOUNTAIN

*Incoming TPWD Wildlife Division Director Clayton Wolf has a deep appreciation of partnerships for wildlife conservation.*

## New wildlife director sees division priorities

Clayton Wolf learned as a wildlife biologist during the last 20 years that if you're going to do wildlife conservation in Texas, it's got to be done on private land.

As the new TPWD wildlife division director, Wolf sees landowner relations as top priority. "I don't see changes in those things we do best, like working with landowners to manage their land best for wildlife," he says. "Because 95 percent of the land in Texas is controlled by private landowners, we will have to have their cooperation if we're going to be successful at on-the-ground habitat conservation for wildlife."

Wolf cut his wildlife conservation teeth working with private landowners in one of the most fragmented regions of the state, East Texas, at a time when wildlife management was in its infancy. As district leader for the Pineywoods, Wolf helped implement a new and innovative deer

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## DIRECTOR'S CORNER



### Dear Colleagues:

Come January, all of you will receive a packet in the mail from me. No, it won't include a lifetime hunting and fishing license or a state park pass or even tickets to cheer on our beloved Red Raiders. ... It will encompass something, however, that I'd like you to pay special attention to. In that packet will be a copy of the 2010 Land and Water Plan ("the Plan"), the strategic guiding document for the agency that was approved by our Commission at their November 2009 meeting. The Plan represents the roadmap, if you will, for where we as an agency, and where all of us in our respective divisions must go as a team to achieve the ambitious mission that we are all here to serve.

By way of background, the development of the Plan was the culmination of well over a year's worth of effort, along with extensive staff input, considerable public and partner involvement, and ample leadership from our colleagues Scott Boruff, Ted Hollingsworth, Karen Pianka, Jeannie Munoz-Poor and Larry Sieck, among others. And, for those of you who have been with us for a while, you are aware that this Plan represents the second update of the original Land and Water Plan, which was first developed at the behest of the legislature back in 2002.

In many ways, however, it represents a significant departure from past plans. First and foremost, there are only four (4) overarching goals, as opposed to eight (8) to guide our work. Not surprisingly, they promote the core underpinnings of most all we do at TPWD—science and stewardship, outdoor recreation, public awareness and appreciation for conservation and outdoor recreation, and effective business practices.

Second, the four primary goals and accompanying objectives are designed to be broad, inclusive, strategic and inspirational, as opposed to prescriptive and highly specialized. They are intended to guide what we do, not articulate exactly how we are going to do it. Supporting deliverables do exist for each of the goals that offer more quantitative means to measure our success. They include such elements as increasing targeted acreage in wildlife management plans, applying more prescribed fire across the state, producing instream flow recommendations for key river basins, characterizing more spring sites, improving public access opportunities on water and on land, expanding our public outreach connections through use of improved social media tools, and so forth.

Quite simply, if our work doesn't align well with at least one of our primary goals and objectives, we shouldn't be doing it. And, that leads me to the next phase of this effort, which relates to the Plan's implementation.

As we are all too painfully aware, the failure of most plans is not in their development but in their execution. Most often, they suffer from a lack of realism, organizational buy-in and/or a genuine commitment to implementation. Needless to say, planning for planning's sake doesn't represent progress. As a team, we won't go down that road.

Moving forward, each division will be responsible for producing an operating plan that aligns people, resources and programs in support of the Plan's goals and objectives. Specific measures will be put in place to track and report to agency leadership and the Commission on progress made and/or progress lost. For each of us, our individual performance plans will be tied explicitly to advancing the Plan's goals and objectives. As individuals, we will all play a part in making the Plan a success.

Our state's lands, waters, fish, wildlife and parks deserve the very best from us all. I have no doubt we'll give them all we can.

Thanks for all you do for Texas' wild things and wild places. They need you more than ever.

*Carter Smith*

## TRACKS & TRAILS

Published on the Web by Texas Parks and Wildlife's Communications Division for employees and retirees throughout the state. We welcome submissions for publication, but reserve the right to edit or screen materials according to newsletter policy. All submissions for the newsletter are due by the last working day of each month. Address submissions to **Karen Blizzard, Communications Division, 4200 Smith School Rd., Austin, TX 78744; E-mail karen.blizzard@tpwd.state.tx.us.**

### Editorial Team:

Lydia Saldaña-----Communications Director  
Karen Blizzard-----Editor  
Chase A. Fountain-----Photo Editor

Suzanne Davis-----Design Layout  
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Coordinator

## KUDOS

The North Deer Island Protection Team, a coalition of close to a dozen partners led by TPWD, was recently awarded the Coastal America Partnership Award, the only environmental award of its kind given by the president of the United States. The team was honored for efforts to protect North Deer Island, the most important colonial waterbird rookery on the upper Texas coast. The project benefits multiple priority bird species and is vital to the recovery of the brown pelican, which was delisted on November 11. The Coastal America Awards Program recognizes outstanding efforts and excellence in leadership for protecting, preserving and restoring the nation's coastal resources and ecosystems.

## Town Hall Meeting Announcement

A Town Hall meeting with TPWD Executive Director Carter Smith will be held the morning of Thursday, January 14, at Austin Headquarters in the CHR. For the first time ever, the meeting will stream live on WILDnet so that all staff can watch the meeting in real time. One of the main topics will be a "question and answer" with staff about the updated Land and Water Resources Conservation and Recreation Plan, commonly known as the Land and Water Plan. Every TPWD staff member will receive a copy of the plan prior to the Town Hall Meeting. Please review your copy of the Land and Water Plan ahead of time, and bring your thoughts and questions to the meeting.

## HR POLICY CORNER

### Employee Ethics

All TPWD employees are expected to perform their duties in an ethical manner and avoid any activity which presents the appearance of impropriety. By state law, employees **shall not**: accept or solicit any gift, favor or service that might tend to influence their official conduct; accept other employment which might require the disclosure of confidential information; accept other employment that could impair independence of judgment; make personal investments that could create a conflict with public interest; or intentionally solicit or accept any benefit for exercising official powers or duties. If you have questions or concerns regarding these regulated activities, please refer them to the TPWD General Counsel's Office.

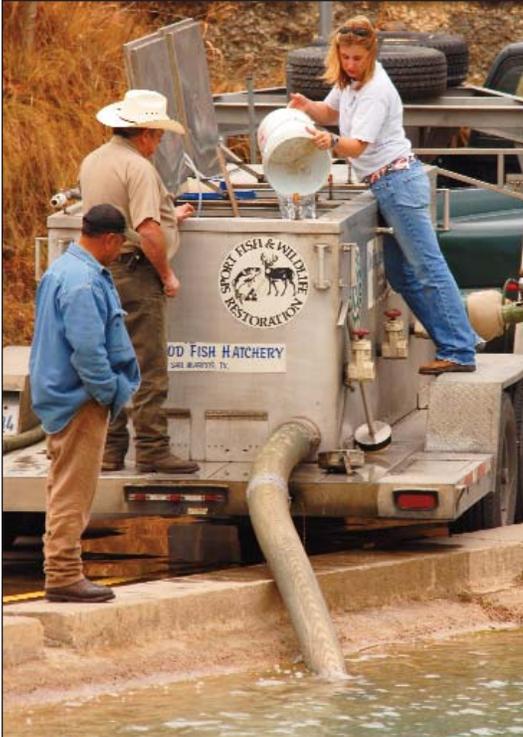


## Wintertime ... and the fishin' is easy

Winter trout season is here, and staff at TPWD hatcheries have begun stocking more than 270,000 hatchery-reared rainbow trout at 120 sites across the state. Among the winter sites are 14 Neighborhood Fishin' locations in urban areas across the state. Other popular fishing locations like the Guadalupe River receive multiple stockings from December into March. The stockings provide easy, inexpensive fishing opportunities that are ideal for children and novice anglers. The 2009-2010 Rainbow Trout Stocking Schedule has been posted on the TPWD Web site.



*With the recent stocking of rainbow trout by hatchery staff personnel at state parks and city parks lakes and ponds, many anglers ventured out to Blanco State Park recently for the thrill of the strike, catching their limit and bragging rights on the one that got away. Be sure to check the stocking schedule since several sites will get multiple stockings.*



PHOTOS BY CHASE A. FOUNTAIN

## TPWD receives presidential conservation award

TPWD Executive Director Carter Smith received the presidential Coastal America Partnership Award on behalf of the North Deer Island Protection Team, a large coalition of state and national partners that worked for nine years to armor approximately 1.7 miles of North Deer Island's rapidly eroding shoreline. The awards ceremony was held at the Museum of Fine Arts in Houston on December 2.



CYNTHIA BRUM, GBEP

*(Left to right) John Huffman, USFWS Texas Coastal Program; Bob Stokes, Galveston Bay Foundation; Dennis Rocha, Texas General Land Office; Bryon Griffith, U.S. EPA; Nancy Gloman, USFWS Southwest Region; Eileen Sobeck, U.S. Department of Interior, representing President Barack Obama; Bryan W. Shaw, Chairman, Texas Commission on Environmental Quality; Carter Smith, Executive Director, TPWD; Carl Masterson, Galveston Bay Council; Helen Drummond, Galveston Bay Estuary Program; Jeff Dalla Rosa, Galveston Bay Estuary Program; Winnie Burkett, Houston Audubon Society; William Schubert, TPWD; Breck Sacra, NRG Energy; Jeff Kester, TPWD.*

# MILESTONES



## Clayton Wolf...

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### NEW EMPLOYEES

#### EXECUTIVE OFFICE

**Brant Boehnke**  
IT Auditor I, Austin

#### INFORMATION TECHNOLOGY

**Tejashri Sitaram**  
Programmer III, Austin  
**Miguel Trevino**  
Systems Analyst I, Austin  
**Mark Xavier**  
Systems Analyst IV, Austin

#### INLAND FISHERIES

**Neil Pugliese**  
NRS II, Jasper

#### LAW ENFORCEMENT

**Belinda Flores**  
Admin. Asst. II, Laredo

#### STATE PARKS

**James Boykin**  
Clerk III, Glen Rose  
**Sandra Cabezuela**  
Park Rgr. II, Presidio  
**Gordon Edwards**  
Maint. Tech. IV, Fort Davis  
**Miguel Martinez**  
FSM II, Fort Davis  
**Carlos Nieto**  
Groundskeeper I, Mission  
**Daniel Price**  
Park Rgr. III, Huntsville  
**Sylvia Rodriguez**  
Custodian I, Fort Davis

### UP THE LADDER

#### INLAND FISHERIES

**Travis Tidwell**  
Maint. Tech III to F&WT I

#### LAW ENFORCEMENT

**Patrick Brisco**  
MVT III to MVT IV  
**Robert Waggett**  
GW to Sgt. GW

#### STATE PARKS

**Allen Judy**  
PS II to PS III  
**James Beach**  
PS II to PS III  
**Donald Beard**  
Prog. Supervisor II to Mgr. I  
**Nathanael Gold**  
PS I to PS II  
**Donald Jeter**  
PS I to PS II  
**Craig Johnson**  
PS II to PS III

**JP Morin**  
PS I to PS II  
**Joel Parker**  
PS I to PS II  
**Eduardo Pineda**  
Clerk II to PS I  
**James Sartor**  
PS I to PS II  
**Jason Schooley**  
PS II to PS III  
**Allen Shellenberger**  
Park Rgr. II to Park Rgr. III  
**Misha Stephens**  
PS II to PS III  
**Kyle Thigpen**  
PS I to PS II  
**Heather Wilburn**  
PS I to PS II  
**Jeffrey Winchester**  
PS II to PS III

#### WILDLIFE

**Shawn Gray**  
NRS III to Prog. Spec. V  
**John McEachern**  
NRS I to NRS II  
**David Rios**  
NRS I to NRS II

### SERVICE AWARDS

#### 5 YEARS

**Ricco Alaniz**, Inf.  
**Cynthia Aguilar**, LE  
**Gilbert Alaniz III**, LE  
**Sergio Bazaldua**, LE  
**Candace Bradford**, SP  
**Melissa Brown**, LE  
**Randy Button**, LE  
**Jason Campbell**, LE  
**Oscar Castaneda**, LE  
**Mack Chambers**, LE  
**Adam Clark**, LE  
**Angela Davis**, SP  
**Javier Fuentes**, LE  
**Clint Graham**, LE  
**Jamie Hackett**, SP  
**Connie Hofmann**, HR  
**Jennifer Inkster**, LE  
**Mary Beth Johnson**, IT  
**Mike Kelley**, Comm.  
**Stormy King**, LE  
**Lance Lindley**, LE  
**Susan Loomis**, Comm.  
**Karen Marks**, Comm.  
**Chad Moore**, LE  
**Vu-Bang Tran Nguyen**, LE  
**David Nieto**, LE  
**John Palacios**, LE  
**Laura Peterek**, LE  
**Nicole Pletka**, IT  
**John Scott**, LE  
**Jared Self**, LE  
**Charles Spivey**, SP  
**Daniel Waddell**, LE  
**Leanne Winkenwerder**, LE  
**William Zappe**, LE  
**Noel Zavala**, SP

#### 10 YEARS

**Maria del Colmenero-Silva**, LE  
**Juan Hernande**, IT  
**Walter Johnson**, SP  
**Jim Lopp**, HR  
**Kelly Ostwald**, LE  
**Nathan Rains**, Wild.  
**Rebecca Ramirez**, SP  
**Jesse Rios**, SP  
**Scott Snyder**, Inf.  
**David Veale**, Wild.  
**Karen Watson**, SP

#### 15 YEARS

**Edward Dollins**, SP  
**Charles Farquhar**, Wild.  
**Robert Macdonald III**, Lgl.  
**Reese Sparrow**, IF  
**Tim Spice**, Comm.  
**Kenneth Watson**, SP

#### 20 YEARS

**Earl Chilton II**, IF  
**James Dickinson**, SP  
**Carol Eklund**, IT  
**Gregory Polk**, IF

#### 25 YEARS

**Gary Cain**, LE  
**Al Campos**, LE  
**Crecencio Caro**, LE  
**Scott Davis**, LE  
**Daniel Diaz**, LE  
**Barry Eversole**, LE  
**Bruce Fike**, LE  
**Pete Flores**, LE  
**Guillermo Gonzalez**, LE  
**Richard Gully**, LE  
**Steve Hall**, Comm.  
**Larry Hand**, LE  
**Scott Haney**, LE  
**Alfred Harmon**, LE  
**Bobby Jobes**, LE  
**Kelly Newman**, LE  
**Teri Potts**, LE  
**Clay Shock**, LE  
**Kevin Stancik**, LE  
**Kevin Storey**, IF  
**Marvin Tamez**, LE  
**Allen Waters**, LE

#### 30 YEARS

**Michael Burow**, SP

### RETIREMENTS

**Jowell Hearn III**, CF, 30 years  
**Michael Mitchell**, SP, 13 years  
**Jose Navarro**, LE, 25 years  
**Don Taylor**, LE, 21 years

management system developed around incentives for habitat improvement for wildlife. The Landowner Assisted Management Program paved the way for new strategies in wildlife management.

As white-tailed deer program leader, he saw how habitat-based landowner incentives could drive wildlife management in Texas, bringing more than 20 million acres under TPWD management plans. During his term as big game program director, Wolf developed an understanding and appreciation of partnerships to share common goals for wildlife conservation.

"We know what we do best, and that's working with private landowners," Wolf says. "We're also going to maintain our focus on hunting, but the reality is that most hunting is on private lands, so we have to work to get those resources in the best shape possible for wildlife. We want to look at opportunities to increase hunting on private land and on public land."

Wolf says a big challenge moving forward will be dealing with distractions that take resources away from the division's primary roles and objectives. "One thing we haven't been good at because of our service orientation is saying no. We're caught up in worthy projects, but that has the potential to dilute us or cause us to lose focus. We're in strategic planning right now, and coming out of that I think will help refocus our mission."

Recognizing tough economic times are unlikely to go away anytime soon, Wolf says the division will need to enhance and increase partnerships to deliver conservation on the ground. "We've also got to get a better understanding of our budget so that our funding sources and the way we finance our division remains sound."

He also recognizes the Wildlife Division shares the same obligations the agency has to meet legislative mandates and meet the goals outlined in the Land and Water Plan. "We'll try to do things as efficiently as possible in areas that aren't directly tied to our core mission and use our expertise to get folks doing good conservation. We will also work hard to identify tasks that may be better delivered by other divisions or our conservation partners, further allowing our professionals to stay focused on delivering conservation and increasing hunting opportunities."

— Steve Lightfoot

## TRAINING CALENDAR

Check the current training schedule online at <https://wILDnet.tpwd.state.tx.us/ir/cs/train/calendar.phtml> or contact Andra Clark, technical trainer, at (512) 389-4782 for more information.



## TPWD Staff Resolutions for 2010

# GOOD LUCK WITH YOUR GOOD INTENTIONS

*Be always at war with your vices, at peace with your neighbors,  
and let each new year find you a better person.*

~Benjamin Franklin

I resolved a year ago not to make any more resolutions I could not keep, and I think I will renew that resolution this year.

*Mark Klym (Wild.)*

Get outside more, eat what I want and have fun.

*Anne Clark (AR)*

Recently, at Big Bend Ranch SP, for the first time in 30 years, I rediscovered camping. I found out that I can pitch my tent all by myself and survive solo. I've asked for camping equipment from Santa this year. My resolution is to camp more!!

*Marian Edwards (SP)*

Spend more time Outdoors in the Parks!  
Happy New Year!!!

*Marianne Schooley (SP)*

Visit more state parks.

*Ruth A. Mathews (SP)*

I want to do more volunteering with youth and introducing them to bass fishing. I hope to do more with Angler Education and other TPWD events.

*Robin Kolton (SP)*

In 2010, live life with the 3 "E's" — Energy, Enthusiasm, and Empathy!

*Shatoya R. Smith (SP)*

To try my best to stop smoking. My only child and his wife are expecting, and I want to be around to help raise my grandbaby.

*Michelle L. Smith (SP)*

To put 20,000 miles on my motorcycle(s).

*Dave Terre (IF)*

Save enough money to take a big vacation when BIS is finally implemented.

*Terri Thomas (AR)*

To spend more time outdoors, on horseback, than in the office; and to spend more time cleaning stalls and mending fences than cleaning house!

*Kathy Boydston (Wild.)*

Stop writing "1999" on my checks.

*Alan King (Comm.)*

Try to be less of a control freak. I'd like this printed in black Arial font, size 10, block style, and shown somewhere in the top half of the list. Hey ... the new year doesn't start until the first, okay?

*Dolores L. Valdez (LE)*

Having eliminated what use to be my standard resolution to watch my weight by taking up mountain biking, I've set my sights quite high (literally) for next year's resolution: To bike Glacier NP's Going-to-the-Sun road in both directions.

*Tanya Viertel (SP)*

Participate and complete the Texas Get Fit program yet again, and then to maintain my "goal" fitness for the remaining year!

*Kelly S. Hamby (SP)*

Peace, love, and happiness ...

*Peggy Osborne (Wild.)*

I resolve to learn more about Web-based team planning and information sharing, and to try to do the important stuff first and say no more often to urgent but less important things!

*Tom Harvey (Comm.)*

My resolution is to help Infrastructure Director McMonagle make it through this new year without getting hurt again on outdoor adventures with state parks staff.

*Walt Dabney (SP)*

Don't break more than one New Year's resolution!

*John Foshee (SP)*

In this fast-paced world, I will stay more focused on my health and do the things that make me happy. I will be more focused and positive in my daily interactions. Happy 2010!

*Susan Taylor (SP)*

Many years ago I made the resolution: "No more New Year's resolutions." I have faithfully kept that resolution ever since.

*David D. Turner (SP)*

To live each day to the fullest by not sweating the small stuff.

*Julia Hamilton (SP)*

I resolve to ride my bike to work at least once a month and find new ways to reduce my carbon footprint.

*Andee Chamberlain (Inf.)*

In 2009, my goal was to drop 51 pounds. I made it a little over halfway. In 2010, my goal is to finish the job.

*Danny G. Lewis (IF)*

Do as many "new things" as I can during the course of the year, whether it be 1 or 100. "To get something you have never had, you have to do something you have never done."

*Katherin McCoy (Wild.)*

Train hard to become physically fit so I can run another marathon and place 1st, 2nd or 3rd in the marathon.

*Martha Martinez (SP)*

I resolve to shop more at the local farmers' markets.

*Nola Davis (SP)*

To not drink too many Diet Cokes.

*Miguel Treviño (IT)*

To live life to the fullest with family and friends, and to enjoy the outdoors fishing and hunting with friends and acquaintances more while I have the health and finances to do so.

*Ron Mize (Wild.)*

To do more dancing at the Broken Spoke.

*Nicole Pletka (IT)*

In 2010, may we continue to find creative ways to keep the Communications Division on the right side of the budget, on the good side of the Legislature, in front of any PR misstep, supportive of all TPWD efforts and working side by side with our colleagues and friends.

*Lydia Saldaña (Comm.)*

It will be plain and simple: Remember last year's. Have a great one to all!

*Juan Lozano (CF)*

I will remember that life is not about how fast you can run or how high you can climb, but how well you can bounce!

*Experienced bouncer Jean Hodges (SP)*