

The Division of Forestry is responsible for developing and implementing programs to protect and sustainably manage the state's forest resources. The 16 million acres of forest land and the millions of urban trees in Wisconsin significantly contribute to our quality of life. The Division of Forestry plans, coordinates and administers current and long-range programs for the protection, improvement, perpetuation and sustainable use of Wisconsin's forests, as well as the protection of life, property and resources from wild fire. The Division is composed of three bureaus and one office, with implementation directed within five regions.



Bureau of Forest Protection  
Bureau of Forest Management  
Office of Forest Sciences  
Bureau of Forestry Services

The Division of Forestry is highly decentralized with the vast majority of employees residing in the five regions. Regional staff is responsible for implementing all aspects of the forestry operations and activities within their geographic area.

---

**Mission**

The mission of the Division of Forestry is to work in partnership to *protect and sustainably manage Wisconsin's forest ecosystems* to supply a wide range of ecological, economic and social benefits for present and future generations.

---

**Vision Statement**

The Division of Forestry will be a leader in promoting and practicing sustainable forestry to meet the desired present and future benefits of forests to Wisconsin citizens and visitors. We will strive to develop and maintain healthy and diverse forest ecosystems, promote forest conservation and stewardship, support the maintenance of strong forest products and forest-based recreation industries, and protect human life and property from wild fires.

---

**Goals**

Integrating the ecological, social and economic values in managing Wisconsin's forests is critical to ensure the sustainable management of our forests. We have set five goals -- desired future conditions -- to ensure the forests and their many benefits will be available for future generations. Our success depends on the ability to partner with those interested and affected by Wisconsin's forests to achieve the identified goals.

We will promote and strive for sustainable forests by:

1. Ensuring a healthy and protected forest;
2. Maintaining diverse forest ecosystems;
3. Increasing forest productivity;
4. Promoting forest conservation and stewardship; and
5. Providing forest-based recreation

---

**Service Statement**

The Division of Forestry uses a combination of services, including planning, research, technology, education and outreach, and sound policy – all developed with the involvement of interested and affected publics – to service our customers and meet the stated goals. These services ensure balanced consideration of the ecological, economic and social factors that collectively define sustainable forestry.

## Organization Structure

---

The Division of Forestry accomplishes its mission through an organizational structure that is significantly decentralized, with less than ten percent of the staff located in the central office. The division has found that this level of decentralization is the most successful for meeting the public's need for service and interaction. The Division is composed of the following three bureaus and one office, and five regional offices.

### Division of Forestry Administrator

---

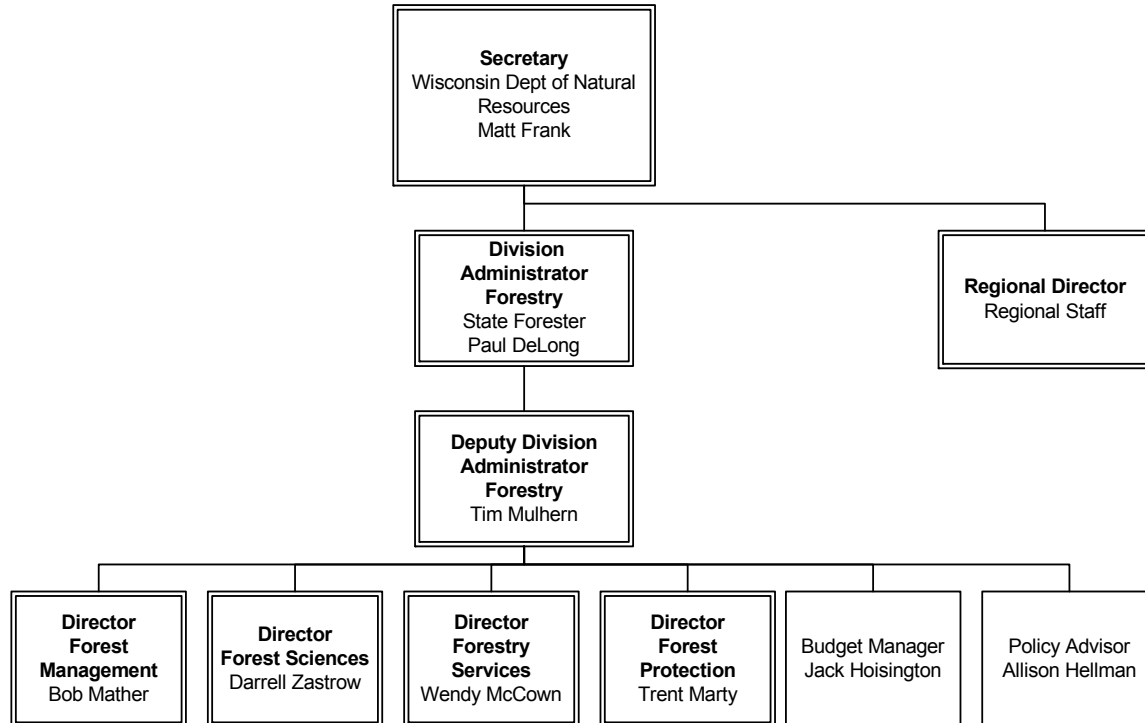
Paul DeLong, Wisconsin State Forester  
Wisconsin Department of Natural Resources  
Division of Forestry  
101 South Webster Street (53703)  
PO Box 7921  
Madison, WI 53707-7921  
paul.delong@wisconsin.gov  
608-264-9224

### Division of Forestry Deputy Administrator

---

Tim Mulhern, Wisconsin Deputy State Forester  
Wisconsin Department of Natural Resources  
Division of Forestry  
101 South Webster Street (53703)  
PO Box 7921  
Madison, WI 53707-7921  
timothy.mulhern@wisconsin.gov  
608-266-2694

Figure 1. Division of Forestry Organizational Structure



---

# Bureau of Forest Protection

---



## ***Mission***

---

The mission of the Bureau of Forest Protection is to protect human life, property and natural resources from wildfire.

## ***Services Provided***

---

To coordinate, provide leadership and overall direction regarding management, planning and policy development for forest protection, forest fire operations, forest fire suppression, forest fire prevention, and forestry law enforcement. Administer, evaluate and implement the research, development and fabrication of the statewide fleet of wildfire fighting and forest site preparation equipment. To coordinate, provide leadership and overall direction for the Department's radio communication and aviation programs. Maintain communication, networks and exchange technology with national, regional and state forest fire, aviation, law enforcement and radio communication organizations, officials and technology centers.

## ***Program Areas***

---

- ◆ Forest Fire Detection (towers and aerial)
- ◆ Forest Fire Prevention and Education
- ◆ Forest Fire Suppression
- ◆ Wildland Urban Interface
- ◆ Hazard Mitigation Fuels Projects
- ◆ Cooperative Forest Fire Protection Agreements with federal agencies
- ◆ Forest Fire Mutual Aid Agreements with fire departments
- ◆ Forest Fire Equipment Research, Development and Fabrication
- ◆ Forestry Fire Equipment Warehouse and Distribution Center
- ◆ Forestry Law Enforcement (fire, forest management and northern state forest recreational law enforcement)
- ◆ Forestry Law Enforcement Re-certification Training
- ◆ Cooperative Protection Area Forest Fire Programs
- ◆ Forest Fire Protection Grants (FFP)
- ◆ Volunteer Fire Assistance Grants (VFA)
- ◆ Federal Excess Personnel Property (FEPP)
- ◆ Fire Department Advisory Council
- ◆ Forest Fire Weather Forecasting System
- ◆ Fire Danger Rating Systems (NFDRS and CFFDRS)
- ◆ Forest Fire Command Center
- ◆ Incident Command System
- ◆ Forestry Employee Physical Fitness Test Standards
- ◆ Incident Management Qualifications
- ◆ Incident Management Team Training and Simulations
- ◆ Prescribed Burning
- ◆ Equipment and Safety Specialist Team
- ◆ Forest Fire Suppression Specialist Team
- ◆ Forest Fire Prevention Specialist Team
- ◆ Forestry Law Enforcement Specialist Team
- ◆ Prescribed Burn Specialist Team
- ◆ Radio Communications Program
- ◆ Radio Communication Infrastructure (communication towers, dispatch centers and equipment)
- ◆ Department Aviation Program and Resources

## ***Current Initiatives***

---

- Reinvigorating the Cooperative Forest Fire Protection Program
- Burning Permit Trial in Northeastern Wisconsin
- Physical Fitness Testing
- Hazard Fuels Mitigation Projects
- Wildland Urban Interface and Firewise Communities Workshops
- Community Wildfire Protection Plans
- Improving the Department's Radio Communication Infrastructure
- Structural Mapping for forest fire protection of structures and other emergency coordination efforts
- Wisconsin Interagency Forest Fire Council
- Prescribed Fire Policy, Qualifications and Training
- Maintaining and Upgrading Forestry Aviation Resources
- Forestry Law Enforcement Study Implementation
- Incident Management Team Training

## ***Issues Facing the Bureau of Forest Protection***

---

- Drought impacts to Wisconsin since 2003 increasing forest fire danger across the northern 2/3 of the state
- Development increasing in fire prone areas creating wildland urban interface issues
- Aging infrastructure (fire towers, detection aircraft, radio communication towers and equipment, etc.)
- Need for air detection and reconnaissance resources for forest fires
- National Fire Plan and the 10 Year Implementation Plan
- Prescribed fire and smoke management
- Air quality and solid waste issues in regards to forest fires, burn permits and prescribed burning
- 95%+ of forest fires in Wisconsin are human caused
- Increased need for forestry law enforcement expertise

## ***Strategies***

---

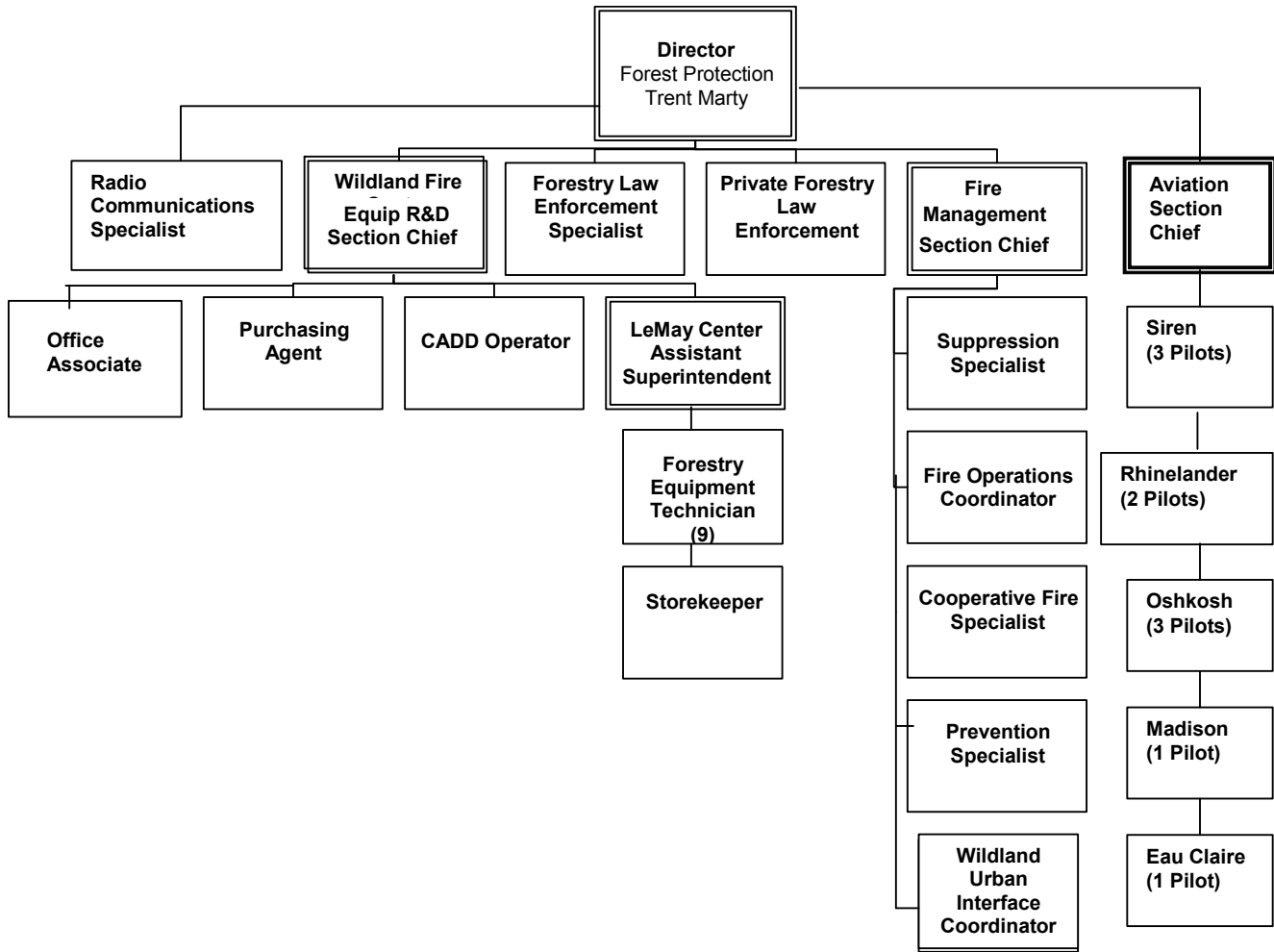
- ▶ Facilitate and enhance working relationships with fire departments, fire associations, county forests, communities, state and federal agencies and forest industry to address forest fire prevention, hazard mitigation, and forest fire detection and suppression issues.
- ▶ Provide information and technology tools to assess the ecological, social and ecological aspects of resources at risk from forest fires.
- ▶ Encourage innovative and entrepreneurial approaches to forest fire prevention, wildland urban interface issues and forestry law enforcement.
- ▶ Provide technical assistance and coordinate with DOT communications staff to insure that new technology is adapted to meet Department radio communication system needs.
- ▶ Collaborate and coordinate with other DNR Divisions and Bureaus to design, coordinate and evaluate strategies to improve the safe and effective use of prescribed fire.
- ▶ Coordinate the development of Community Wildfire Protection Plans, the FireWise Communities effort and implement other Wildland Urban Interface prevention and awareness programs in Wisconsin.
- ▶ Provide guidance and technical assistance to foresters on field operations of law enforcement issues (i.e. timber theft, forest tax law non-compliance practices, cutting notice violations, arson investigations, etc.).

## ***Organizational Structure***

---

The Bureau of Forest Protection has 35 full time employees, including one director and two section chiefs, fire management section chief, and the LeMay Center section chief. The bureau has five supervisory positions.

Figure 2. Bureau of Forest Protection



***Bureau of Forest Protection Director***

Trent Marty  
 Wisconsin Department of Natural Resources  
 Division of Forestry – Bureau of Forest Protection  
 101 South Webster Street (53703)  
 PO Box 7921  
 Madison, WI 53707-7921  
 Trent.Marty@Wisconsin.gov  
 608-266-7978

---

# Bureau of Forest Management

---



---

## ***Mission***

---

The mission of the Bureau of Forest Management is to promote and practice the sustainable management of Wisconsin's forests.

---

## ***Services Provided***

---

Statewide coordination, planning and policy development for the urban forestry, tribal lands forestry, private forestry, state forests, other state lands forestry, and county forest programs. The bureau provides statewide coordination, administration, planning and policy development for the Managed Forest Law and Forest Crop Law programs including taking enforcement action on tax law violations. The bureau administers the state and federal forestry cost share programs and the federal Forest Legacy program. The bureau also develops policies for all timber sales on department lands, including documenting, and distributing all sale revenue to the appropriate program.

---

## ***Program Areas***

---

- ◆ County Forest Assistance
- ◆ Private Forestry program
- ◆ Forest Tax Programs
- ◆ Urban Forestry
- ◆ Tribal Forestry Programs
- ◆ Forest Legacy Program
- ◆ Forestry Cost Sharing Programs
- ◆ State Forests
- ◆ State Forest Recreation
- ◆ Forest Stewardship Program
- ◆ Forest Certification

---

## ***Current Initiatives***

---

- Increase the currency of forest reconnaissance information on state owned lands
- Increase the timber harvest levels on state lands consistent with property master plan goals
- Implement Forest Certification on State Forests, County Forest and Managed Forest Law Lands
- Seek out new Forest Legacy opportunities and monitor existing easements
- Encourage additional private forest landowners to sustainability manage their forests
- Provide County Forest assistance and management
- Update outdated State Forest Master Plans
- Implement Urban forestry program review recommendations
- Implement Managed Forest Law requirements
- Transition Managed Forest Law Plan development to private Cooperating Consultant Foresters

---

## ***Issues Facing the Bureau of Forest Management***

---

- Large blocks of industrial forests are changing hands rapidly
- Forestland is increasing
- More people are purchasing forested lands
- Private forestry assistance is needed

- Demographics of forest land owners are changing
- Less forested land is accessible for public use
- Conflicting use of forests is a public debate
- Clearcutting and even-age management techniques are controversial
- Role of public forests
- Motorized recreation is becoming more popular
- More trails are being created and used
- Urbanization is increasing
- Development is increasing
- The amount of urban forest canopy
- Exotic species threaten urban and rural forests
- Rising forestland property taxes are impacting short and long-term management decisions
- Land trusts and state and county land purchases
- Intrinsic value of land (wildland, sacred values)
- The forest is becoming more fragmented

## ***Strategies***

---

- ▶ Provide assistance to the growing number non-industrial private forest land owners to promote sustainable forest management.
- ▶ Reduce the number of overdue mandatory practices under the forest tax laws.
- ▶ Increase the sustainable management of the forest resources on department lands.
- ▶ Update the current master plans on all of the state forests
- ▶ Work with private and public partners to increase the amount of private forest lands that are managed with the direction/guidance of a professional forester.
- ▶ Engage more communities in developing and implementing progressive urban forestry programs.
- ▶ Reduce fragmentation of large blocks of private forest land through the use of forest legacy easements to acquire development, access and sustainability rights on these lands.

## ***Organizational Structure***

---

The Bureau of Forest Management has 18 full time employees, including one director and two section chiefs, a land management section chief, and a forest tax section chief. The bureau has three supervisory positions.

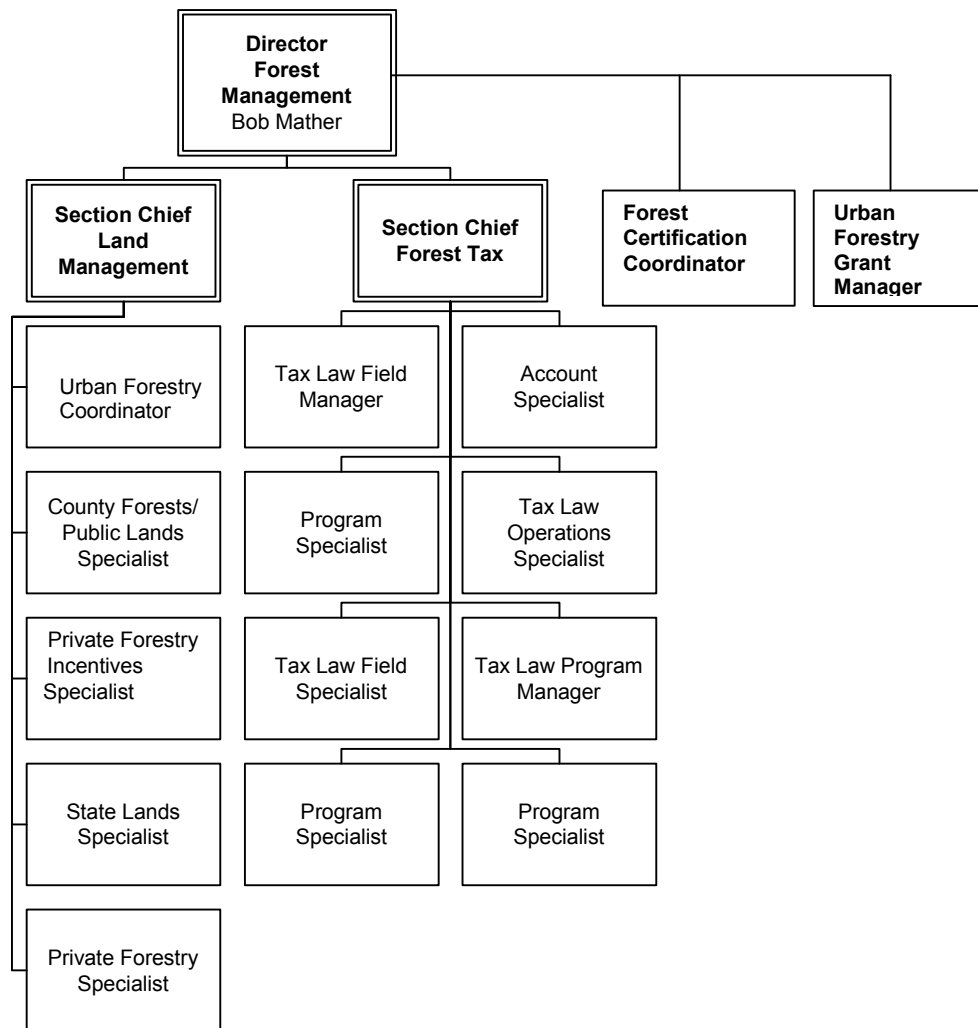


Figure 3. Bureau of Forest Management

***Bureau of Forest Management Director***

Bob Mather  
 Wisconsin Department of Natural Resources  
 Division of Forestry – Bureau of Forest Management  
 101 South Webster Street (53703)  
 PO Box 7921  
 Madison, WI 53707-7921  
 Robert.Mather@Wisconsin.gov  
 608-266-1727

---

## Office of Forest Sciences

---



### ***Mission of the Office of Forest Sciences***

---

The mission of the Office of Forest Science is to provide scientific support and services to internal and external partners working to protect and sustainably manage Wisconsin's forests.

### ***Services Provided***

---

Provide statewide coordination, planning and policy development for the insect and disease, invasive forest species such as gypsy moth, forest hydrology, forest nurseries, tree improvement, forest research, forest ecology including ecological classification systems, and silvicultural programs. Provide statewide coordination for implementation of the Karner blue butterfly Habitat Conservation Plan. Provide coordination for the six-state forestry partnership for the Upper Mississippi.

### ***Program Areas***

---

- ◆ Forest Ecology and Silviculture
- ◆ Forest Insects and Disease
- ◆ Invasive/Non-Native Plant Species
- ◆ Forest Hydrology
- ◆ Forest Nurseries and Tree Improvement
- ◆ Forest Research
- ◆ Habitat Conservation Plans
- ◆ Upper Mississippi Forestry Partnership

### ***Current Initiatives***

---

- Develop and apply Ecological Land Classification Systems.
- Monitor forest insect and diseases and guide statewide forest health program.
- Deliver and coordinate statewide gypsy moth suppression program.
- Coordinate Forestry Invasive Plan Program
- Monitor statewide implementation of Forestry Best Management Practices for Water Quality.
- Produce superior nursery stock for forestry afforestation and reforestation programs.
- Complete the Managed Old Growth forest research effort.
- Implement the Karner blue butterfly Habitat Conservation Plan and recover the species in Wisconsin.
- Coordinate beneficial forest management activities in the Upper Mississippi River Basin.
- Develop statewide Forestry Best Management Practices for Invasive Species.

### ***Issues facing the Office of Forest Sciences***

---

- Wisconsin's forests are aging and forest succession is occurring
- Some species are declining
- There is limited oak regeneration in southern Wisconsin
- Information about biodiversity is scarce
- The list of threatened and endangered species is growing
- Invasive exotic species are an increasing threat
- Some biotic communities, and important development stages of biotic communities, are rare
- Forest disturbance patterns are changing

- Stands of old forest are rare
- Warming of the earth may affect forest composition, structure and function
- Exotic species threaten ecological balance
- Forests affect carbon emissions and sinks
- Production of state nursery stock
- Pesticides, herbicides and pollutants
- The role of forests in protecting water quality
- The forest is becoming more fragmented
- Clearcutting and even-age management techniques are controversial
- It is a challenge to make scientific information relevant to decision-making
- Sustainable forest management is emerging

## ***Strategies***

---

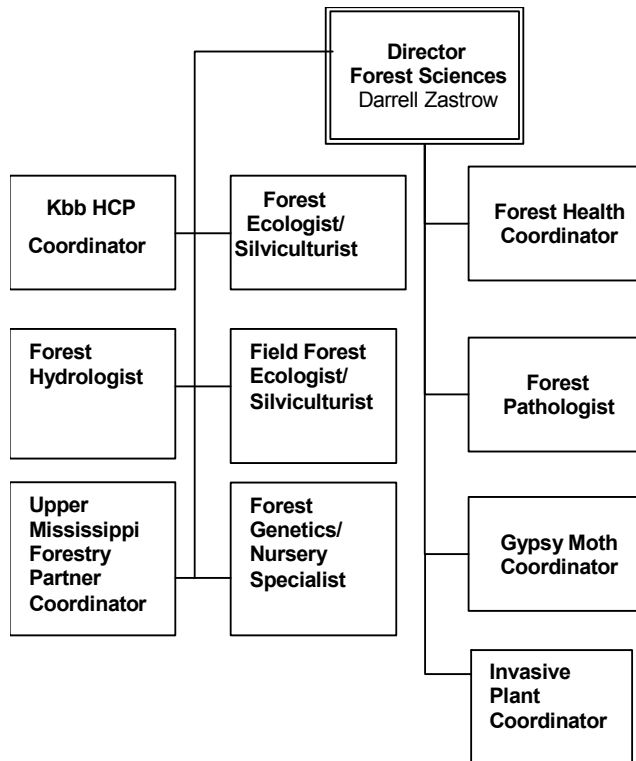
- ▶ Interpret the diversity, health and dynamic change of Wisconsin's forest composition, structure and function working with internal and external partners in management, inventory, monitoring, and research.
- ▶ Provide sound scientifically supported forestry guidance to the statewide forestry community to implement sustainable forest management.
- ▶ Provide service in the form of leadership, innovation, direction and training to internal Department employees and external partners for the management of forest resources for the consumptive and non-consumptive use of the forest at a sustainable level.
- ▶ Produce high quality products to support the variety of Forestry programs ranging from genetically improved nursery stock to quality technical forestry documents.
- ▶ Integrate program expertise and provide technical support to key Department of Natural Resources initiatives that focus on ecological sustainability.

## ***Organizational Structure***

---

The Office of Forest Science has 9 full time employees and 1 project employee. The office director is the only supervisory position.

Figure 4 Office of Forest Sciences



### ***Office of Forest Sciences Director***

---

Darrell Zastrow

Wisconsin Department of Natural Resources

Division of Forestry – Office of Forest Sciences

101 South Webster Street (53703)

PO Box 7921

Madison, WI 53707-7921

Darrell.Zastrow@wisconsin.gov

608-266-0290

---

---

## Bureau of Forestry Services

---

### ***Mission***

The mission of the Bureau of Forest Services is to provide support to internal and external partners striving to protect and sustainably manage Wisconsin's forests.



### ***Services Provided***

Statewide coordination, service delivery, and policy development for management planning and analysis, forestry public awareness and outreach, issue management, personnel management and recruitment, forestry training, data coordination, forestry education, resource analysis and utilization, forest inventory, and information technology management.

### ***Program Areas***

- ◆ Planning and Analysis
- ◆ Forest Product Utilization and Marketing
- ◆ Forestry Education and Outreach
- ◆ Recruitment, Hiring, and Training
- ◆ Information Technology
- ◆ Administrative Support

### ***Key Initiatives***

- Statewide Forest Assessment and Plan
- Criteria and Indicators for Integration of Social, Economic, and Ecological Indicators of Sustainability
- Competency-Based Hiring, Training and Mentoring Program
- Minority Internship and Scholarship Program
- Implementation of Forestry Education and Awareness Strategic Plan
- Implementation of Information Technology Strategic Plan

### ***Issues Facing the Bureau of Forestry Services***

- Ensuring an ample and qualified forestry work force through succession planning
- There is a disconnect between the public's consumption of wood products and their attitudes and opinions about forestry practices
- Succession is changing forest composition and potential and forest products
- Demand for forest products is increasing
- Demand for forest-based recreation and associated services is increasing
- Forests are in demand for a mix of uses
- "Green" accounting is a new way of evaluating forest benefits
- Stakeholders are more involved in forest decisions
- Consumption patterns are not linked to production
- Integration with other agencies and disciplines

### ***Strategies***

- ▶ Promote wood as a renewable resource, and transfer technology to increase wood use efficiency and recycling.
- ▶ Facilitate and enhance working relationships with citizens, organizations and business to address forestry issues.
- ▶ Provide information and technology tools to assess the ecological, social and ecological aspects of forests.
- ▶ Recruit, mentor and retain high quality individuals who reflect our customer base and have the necessary technical and interpersonal skills to meet their needs.

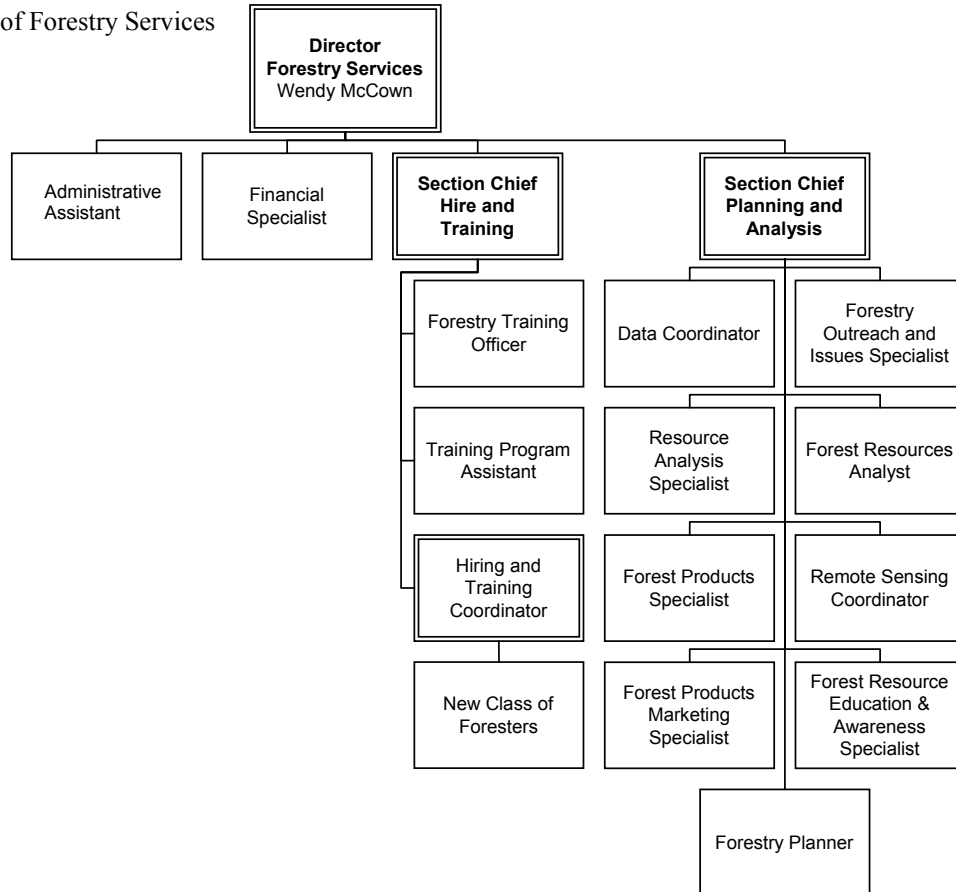
- ▶ Encourage and support multi-agency approaches to forestry issues and opportunities.
- ▶ Encourage innovative and entrepreneurial approaches to sustainable economic development using forest resources.
- ▶ Promote awareness of the value of forests in the lives of all Wisconsin citizens.

## Organizational Structure

---

The Bureau of Forestry Services has 18 full time employees, including two section chiefs, a planning and analysis chief, and recruitment and hiring chief.

Figure 5. Bureau of Forestry Services



### Forestry Services Bureau Director

---

Wendy McCown  
 Wisconsin Department of Natural Resources  
 Division of Forestry – Forestry Services Bureau  
 101 South Webster Street (53703)  
 PO Box 7921, Madison, WI 53707-7921  
 Wendy.McCown@wisconsin.gov  
 608-266-7510

---

---

## **Division of Forestry – Regions**

---

### ***Mission of the Forestry Regions***

---

The mission of the regional forestry program is to implement all aspects of the forestry operations program, including fire prevention and suppression, state forest and state land management, private forestry assistance, urban forestry, forest health, nurseries, county forest assistance, and outreach and education.

### ***Organizational Structure***

---

The Division of Forestry implements its operations through five Department regions, consisting of thirteen areas, and six northern state forests. Daily operations are carried out by over 338 field foresters, technicians and rangers, 7 forestry staff specialists, 32 team leaders, 13 area leaders, and 5 regional forestry leaders.

- Regional Forestry Leader
  - Regional Forestry Staff Supervisors
  - Area Forestry Leaders
    - Forestry Team Leaders
    - Forestry Staff Specialists

In addition, the regions have direct responsibility for the implementation of the operations of the specialty programs with policy coordination from the Central Office.

- Forest Health
- State Forests
- Tree Nurseries
- Urban Forestry

Figure 6. Regional Forestry Organizational Structure including Forestry Areas

