The attached guidance was developed to provide an interim alternative dispute resolution process (DRP) to the existing binding quasi-judicial processes outlined in statute for challenging forestry related decisions on private lands associated with the Managed Forest Land (MFL), Forest Crop Law (FCL). The proposed DRP is a voluntary process that can be used when disagreements regarding decisions made by the DNR on private lands enrolled in the Managed Forest Law or Forest Crop Law programs cannot be readily resolved between DNR foresters and private sector foresters (cooperators and others), loggers or landowners. The disagreements can result from differences in professional opinion regarding silvilcultural prescriptions, forest health and disease restrictions, BMP's and/or logging practices and their adherence to the principles of sound forestry for land enrolled in MFL and FCL.

The DRP was designed to: (1) be independent, objective and not promote bias towards one party or the other, (2) be able to be completed on a timely basis and, (3) facilitate ownership and trust in the process by those involved. It was developed by a committee consisting of representatives from the Division of Forestry, non-industrial private forest landowners, large block forest land managers, Society of American Foresters, consulting foresters and the logging, lumber and pulp and paper industries.

We are now soliciting comments from the public as well as Department staff on this guidance. Once the 21 day notice period is complete, all comments will be considered, revisions will be made to the guidance documents as needed, and final guidance will be made available to internal and external stakeholders. Comments related to this draft guidance document should be sent to Division of Forestry Policy Advisor at Allison.hellman@wisconsin.gov .

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CHAPTER 31

DISPUTE RESOLUTION PROCESS

The dispute resolution process DRP is a voluntary process which has been designed as a stepped process that facilitates win – win solutions as frequently and as quickly as possible.

Scope of the Process:

The DRP has be designed to assess differences in professional opinion regarding silvilcultural prescriptions, forest health and disease restrictions, BMP's and/or logging practices and their adherence to the principles of sound forestry for land enrolled in the Managed Forest Law (MFL) or Forest Crop Law (FCL). Examples of situations where differences in opinion may occur include but are not limited to; order of removal, residual basal area, residual size distribution, productivity requirements, oak wilt restrictions, adequacy of regeneration present or regeneration techniques integrated into the practice, how BMP guidelines are applied, and/or restrictions on the type of equipment used.

This DRP is **not** designed to be used in the following instances:

1. On state, county and federal lands or private lands that are not in MFL or FCL.
2. Issues related, but not limited to: MFL eligibility (except for productive requirements), business practices of cooperators, and/or timber theft.
3. After the forestry inventory has been updated by the DNR forester.
4. By parties who are not involved in the writing of a management plan or its implementation (e.g. a third-party who was not hired by the landowner but is concerned that sound forestry is not being practiced).
5. If the owner of the involved party does not agree to participate in the process. The landowner then has the following options:
    a. Accept the Department's decision and make needed changes (or direct their contractor) to the management plan, plan amendment or cutting notice as determined by DNR to ensure sound forestry is being planned/implemented.
    b. In the case of an active timber sale that is operating under a pre-approved cutting noticed; if the landowner allows the timber sale to be completed, the landowner is assuming the risk that at a later date the property may be withdrawn from the program.
    c. Request a contested case hearing under ch 227.42, Wis. Stats. and meet the conditions required for a hearing to be granted, or seek other legal or equitable relief as they or their attorneys believe is legally available.

Additionally, if a timber sale has been completed disputes regarding the sale can't utilize the first step of the DRP process (Forest Specialist) since there is no longer the ability for the involved parties to compromise on actions. If there is a question as to whether or not a completed timber sale followed sound forestry practices, it should proceed directly to the second step of the DRP (a panel of forestry experts). The recommendations or determination of the panel of experts is provided to the State Forester for his review and final decision.

The DRP can be initiated by any involved party disagreeing with a decision made to approve/reject one of the following:

1. MFL management plan
2. MFL management plan amendment
3. Cutting notice

4. After receiving a complaint (i.e. from landowner, consultant, logger, member of the public, neighbor, etc.) the DNR forester evaluates and determines sound forestry was not implemented.
5. When DNR Forester identifies concerns with how cutting notice was implemented when signing the cutting report or visiting the site to update the forestry inventory.
    a. Approval of the final cutting report by a DNR forester does not preclude any further actions outside of the dispute resolution process by the Department if new substantial information comes to light after the fact.

The disagreement shall be regarding differences in professional opinion regarding silvilcultural prescriptions, forest health and disease restrictions, BMP's and/or logging practices and their adherence to the principles of sound forestry for land enrolled in the Managed Forest Law (MFL) or Forest Crop Law (FCL).

Responsibilities:

DRP Administrator: This is a third party contractor that assumes oversight of the process.
Responsibilities include;

1. Act solely as the administrator of the process and not attempt to get the parties to come to resolution or act in other mediation type activities.
2. Administer the list of Forestry Specialists including solicitation of potential applicants, determine if qualification standards are met by applicants, facilitate selection of qualified applicants by Chair and Vice Chair of Council of Forestry and State Forester, determine which counties Specialists are willing to work in, develop summaries detailing Specialists' qualifications and experience, and ensure all materials are up-to-date.
3. Facilitate selection of the Specialist or panel of Experts by the involved parties per procedure outlined in this process.
4. Ensure that required reports and associated materials are provided by the Specialist and/or Expert Panel.
5. Distribute submitted materials to Specialist and involved parties (sharing of fact finding materials).
6. Distribute copies of Specialist and Expert Panel reports and associated materials to involved parties.
7. Ensure that all parties involved in the process adhere to the timelines outlined in this process.
8. Ensure that the landowner is notified that a DRP involving their property has been initiated and that the landowner agrees to have the property involved.
9.
10. By February 1st of each year provide a report on the use of the Dispute Resolution Process to the Council on Forestry. Information to include; the number of disputes, analysis of types of disputes, who was involved including statistics on number initiated and by whom (cooperator, logger, landowner), number approved and not approved to enter process, number ending with step one (working with Specialists) and duration of process, number going to step two (Expert Panel) and duration of process and recommendations of the Expert Panel, feedback received from participants and any other pertinent information.
11. Ensure that in February of even numbered years the DRP is analyzed for process improvements and lessons learned and provide recommendations to address unforeseen complications in its administration.

Involved Parties: DNR Foresters, Landowners, Consulting Foresters, Cooperating Foresters, and Loggers

1. Approach the DRP process in good faith with a willingness to resolve the issues.
2. Agree to all the procedural terms of this process and understand that failure to do so may result in termination of the DRP. If termination of the process occurs, it cannot be used again for the same or substantially related dispute.

3. Be prepared to respectfully discuss the issues and to work toward a resolution of the dispute. It is the goal that the negotiating parties themselves arrive at a win-win resolution.
4. Answer any questions, provide any requested materials, and comply with any instructions provided by the Specialist or Expert Panel.
5. Be available in person and provide access to the site.
6. Not cross-examine or inappropriately question the other party.
7. Be allowed to provide such evidence to, and as directed by, the Forestry Specialist or Expert Panel as they believe relevant to support their position.

Forestry Specialists (Specialist): (See qualifications in Appendix A)

The role of the forestry specialist is to provide neutral third party expertise in contested forestry matters as specified as part of the DRP. This means he/she will;

1. Be impartial and fair to all parties involved. Leave any affiliation "at the door".
2. Facilitate discussions and communications between the parties. The goal is to help the parties reach an equitable settlement of their differences.
3. Probe issues and confirm understandings to ensure that the participants and the Specialist have a full understanding of the issue.
4. If needed, may conduct joint sessions with the parties as well as individually to gain balanced insight into the issues of both parties.
5. Adhere to the process and associated guidelines and timelines. The parties are in charge of the outcome.
6. Aid in the discussions by asking questions to gain an understanding of the issues, helping the parties understand the other person's point of view, discussing weaknesses in the arguments of the parties, or making suggestions to solve the conflict. The Specialist, however, will not make the decisions.
7. Ensure that the discussion regarding sound forestry practices is based upon the silvicultural guidelines in DNR handbooks and directives under which the MFL and FCL programs operate.
8. Provide necessary documentation as outlined in this guidance.

Experts: (See qualifications in Appendix B)

1. Be impartial and fair to all parties involved. Leave any affiliation "at the door".
2. Ensure that recommended solution(s) or, in the case of completed timber sales, that the determination of whether sound forestry was practiced is based upon the silvicultural guidelines in DNR handbooks and directives under which the MFL and FCL programs operate.
3. In the cases involving cooperating foresters determine if the actions of the cooperating forester were egregious enough to warrant recommending that the Department further assess whether or not they were adhering to their Cooperating Forester agreement.
4. Probe issues and confirm understandings to ensure the Expert Panel has a full understanding of the issue.
5. Ensure that the dispute resolution process adheres to the timelines outlined in this guidance.
6. Provide necessary documentation as outlined in this guidance.

Dispute Resolution Process Steps for Management Plans, Management Amendments, Cutting Notices, and Active Timber Sales:

The following process is to be followed for disputes involving management plans, management amendments, cutting notices and active timber sales. In these situations the question to be addressed is, "What compromises can be identified so that both parties can agree that sound forestry, within the MFL/FCL guidelines, is taking place?

I. Initiation of Process:

A. The initial request for a Forestry DRP is made to the DRP Administrator. The DRP Administrator has 3 days[1], if practicable, (inclusive of the day of contact if that day is a work day) to:

1. In consultation with the DNR Private Lands Forestry Specialist, decide if issue is within the scope of and ripe for this process.

   a) Information to be submitted by initiator of DRP:

      (1) Parties involved
         (a) Documentation showing the landowner, if not the initiator, agrees to allow access to property for the dispute resolution process.
         (b) Property identifier/landowner/legal description/order#/stand#
         (c) Problem from initiator's perspective
         (d) Who else is involved, if anybody, and to what extent
         (e) Extenuating circumstances, if any

2. Working with a randomized list determine three Specialists that are willing, available and do not have conflict of interest or a potential perception of conflict of interest with either involved party.

3. Work with involved parties to select the Specialist.

   a) DRP Administrator will provide the parties with a list of three Specialists and a summary of their qualifications and experience. If they choose to do so, each party has 24 hours, if practicable, to strike one of the Specialists. If at the end of the striking process more than one Specialist remains then the DRP Administrator will select the Specialist.

      (1) The Specialists will be notified by the DRP Administrator that they were not selected.

   Or

   b) The two parties can mutually agree to a Specialist from the list.

      (1) The parties must immediately notify the DRP Administrator that they are utilizing this method for choosing the Specialist.
      (2) Within 1 day, the parties must provide the names of 3 Specialists to which they mutually agree to the DRP Administrator.

[1] Days = work days, Monday – Friday, not including state holidays. Wisconsin State Holidays: New Year's Day *(January 1),* Martin Luther King Jr.'s Birthday *(Third Monday in January),* Memorial Day *(Last Monday in May),* Independence Day *(July 4),* Labor Day *(First Monday in September),* Thanksgiving Day *(Fourth Thursday in November),* Christmas Eve Day *(December 24),* Christmas Day *(December 25),* New Year's Eve Day *(December 31).*

(3) Within 2 days, the DRP will work through the list of 3 Specialists provided by the parties until one indicates he/she is willing, available and does not have conflict of interest or a potential perception of conflict of interest with either involved party.

II. Resolution with help of Forestry Specialist:

A. As soon as possible, within a 10 day maximum, after being notified of being assigned the case, the Forestry Specialist will:
   1. Contact involved parties and gather needed information.
   2. Arrange and facilitate meeting(s) (in person or tele conference) to discuss issue(s) and associated alternatives/compromises.
   3. Visit site if Specialist deems it is necessary for reaching agreement.
   4. The Specialist can engage other forestry experts (i.e. state silviculturalist), if agreeable to both parties.

B. If agreement is reached, the Specialist will:
   1. Immediately, notify the DRP Administrator of agreement and verbally summarize how it was achieved (i.e. what actions the parties agreed to).
      a) The DRP Administrator will notify the landowner of the agreement and solicit feedback from the involved parties in regards to:
         (1) fairness and timeliness of the process
         (2) performance of the Specialist
         (3) suggestions on how the process could be improved
         (4) if they would use the process again or recommend it and if not, why
         (5) any other information deemed valuable by the Administrator, Council on Forestry or DNR
   2. Within 2 days, if practicable, the Specialist will:
      a) provide to the DRP Administrator a written report (electronic or hard copy) summarizing the disagreement, how it was resolved and all materials provided by the involved parties.
   3. The DRP Administrator will send the entire package to the DNR Private Lands Forestry Specialist for inclusion in a case study library. Versions of the case study that have the identifying information redacted will be made publically available. A copy of the report will be provided to the involved parties including the landowner.

III. Solution Identified by Forestry DRP Review Panel (If the dispute was not resolved with help of Forestry Specialist)

A. Within 1 day, if practicable, of the Specialist knowing that resolution is not possible, he/she will notify the DRP Administrator that the disagreement will be advancing to the process's second step; a DRP Forestry Expert Panel (Panel).
   1. Within 2 days, if practicable, (simultaneous with B – determining pool of experts for panel) after notification, the Specialist will develop a summary of the issue, solutions offered/discussed that, in the opinion of the Specialist, met the criteria for sound forestry under MFL and FCL, as well as any evidence provided by the parties.

B. The DRP Administrator has 3 days, if practicable, from notification from the Specialist to determine pool of available experts for the Panel.

   1. For each dispute, the DRP Administrator randomizes the list of experts and works through the list contacting individuals until the Administrator has 5 that are available, willing and without a conflict of interest or a potential perception of conflict of interest.

C. The DRP Administrator will then work with involved parties to select the three experts.

   1. DRP Administrator will provide the parties with the list of five experts. If they choose to do so, each party has 2 days to strike one of the experts. If at the end of the striking process, more than three experts remain then the DRP Administrator will randomly select the three experts.

      a) The experts will be notified by the DRP Administrator that they were not selected.

D. Immediately, if practicable, after the Panel membership is agreed to by the parties, the DRP Administrator will provide the Panel with the Specialist's written summary of the issue and any evidence provided by the parties.

E. As soon as possible, within a 15 day maximum, after receipt of the Specialist's summary of the issue and any evidence provided by the parties the Panel will:

   1. Conduct a site visit, if necessary. The parties (or their representative) should be invited to the site visit, but their attendance is not mandatory.

      a) Once a site visit is requested by the Panel, the DRP Administrator will make the necessary arrangements (i.e. determining available date and time) for site visit.

   2. No fewer than five days prior to the site visit, a Panel member can request the DRP Administrator provide additional material(s). Any resulting materials will be provided by the DRP Administrator to all Panel members.

      a) If at the site visit additional materials are identified as being needed, parties must provide them to DRP Administrator within three days, if practicable, after the site visit.

   3. The Panel will review all of relevant evidence collected during the Forestry DRP process, meet (in person or via conference call) to discuss and vote on the solution to recommend to the State Forester and if involved, the actions of the cooperating forester were egregious enough to warrant recommending that the Department further assess whether or not they were adhering to their Cooperating Forester agreement.

   4. The Panel will provide the majority recommendation in writing, supported by any relevant evidence, to the DRP Administrator.

      a) Included with the recommendation will be an explanation of the minority opinion, if one exists.

   5. The DRP Administrator will promptly send the recommendation along with any supporting materials to the State Forester with copies to the parties including the landowner.

6. If the State Forester seeks additional clarification on the Panel's recommendation, the State Forester may convene the Panel. This should occur within 5 days, if practicable, of receipt of Panel's recommendation.

IV. State Forester Decision:

A. The State Forester will render a written decision as soon as practicable after receipt of the Panel's recommendation, which would include a description of the applicable appeal rights.

B. The State Forester will send the written decision to the involved DNR staff and the DRP Administrator. The DRP will disseminate the decision to the other involved parties, including the landowner.

1. The DRP Administrator will package the Panel recommendation with all other relevant materials (i.e. Specialist report) and send to the DNR Private Lands Forestry Specialist for inclusion in a case study library. Versions of the case study that have the identifying information redacted will be made publically available.

2. The Department will review the findings and take the appropriate action with respect to Department staff. Recommendations for further evaluation of a Cooperating Forester's adherence to the Cooperating Forester Agreement will be forwarded to the Private Lands Forestry Specialist for further action as deemed appropriate by State Forester.

C. The DRP Administrator will promptly solicit feedback from the involved parties in regards to:

1. fairness and timeliness of the process
2. performance of the Specialist
3. suggestions on how the process could be improved
4. if they would use the process again or recommend it and if not, why
5. any other information deemed valuable by the Administrator, Council on Forestry or DNR.

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Dispute Resolution Process Steps for Completed Timber Sales:

In these situations the ability to compromise is no longer present, therefore the question being asked is, "Did sound forestry practices, within the MFL/FCL guidelines, take place?"

I. Initiation of Process:

A. The initial request for a Forestry DRP is made to the DRP Administrator. The DRP Administrator has 5 days (inclusive of the day of contact if that day is a work day) to:

1. In consultation with the DNR Private Lands Forestry Specialist, decide if issue is within the scope and ripe for this process.

   a) Information to be submitted by initiator of DRP:
      (1) Parties involved
         (a) Documentation showing the landowner, if not initiator, agrees to allow that a dispute resolution process.
      (2) Property identifier/landowner/legal description/order#/stand#
      (3) Problem from initiator's perspective
      (4) Who else is involved if anybody and to what extent
      (5) Extenuating circumstances, if any

2. Notify the landowner.

II. Determination by Forestry DRP Review Panel whether or not sound forestry practices, within the MFL/FCL guidelines, were followed

A. Once it has been decided that the dispute is appropriate and ripe for this process, the DRP Administrator has 5 days, if practicable, determine pool of available candidates for the Panel.

1. For each dispute, the DRP Administrator randomizes the list of experts and through the list contacting individuals until the Administrator has 5 that are available, willing and without a conflict of interest or a potential perception of conflict of interest.

2. The DRP Administrator will then work with involved parties to select the three experts.

   a) DRP Administrator will provide the parties with the list of five experts. If they choose to do so, each party has 2 days to strike one of the experts. If at the end of the striking process, more than three experts remain then the DRP Administrator will randomly select the three experts.

      (1) The experts will be notified by the DRP Administrator that they were not selected.

B. Within 5 days after the Panel membership is agreed to by the parties, the DRP Administrator will provide the Panel with the materials provided by the initiator.

C. The Panel will conduct a site visit, within 15 days of receipt of the materials. The parties (or their representative) should be invited to the site visit, but their attendance is not mandatory.

1. The DRP Administrator will make the necessary arrangements (i.e. determining available date and time) for site visit.

D. No fewer than 5 days prior to the site visit, a Panel member can request the DRP Administrator provide additional material(s) deemed needed by the expert. Any resulting materials will be provided by the DRP Administrator to all Panel members.

   1. If at the site visit additional materials are identified as being needed, parties must provide them to DRP Administrator within 5 days after the site visit.

E. The Panel will review all of relevant evidence collected during the Forestry DRP process, meet (person or conference call) to discuss and vote on whether or not sound forestry was practiced within the MFL/FCL guidelines and if involved, the actions of the cooperating forester were egregious enough to warrant recommending that the Department further assess whether or not they were adhering to their Cooperating Forester agreement.

F. Within 10 days of the site visit, whenever practicable, the Panel will provide the majority determination in writing, supported by any relevant evidence to the DRP Administrator. Included with the determination will be an explanation of the minority determination, if one exists.

G. The DRP Administrator will promptly send the determination and any supporting materials to the State Forester with copies to the parties including the landowner.

H. If the State Forester seeks additional clarification on the Panel's determination, they may convene the Panel, but this should occur within 15 days, if practicable, of receipt of Panel's recommendation.

III. State Forester Decision:

A. The State Forester will render a written decision within 15 days, if practicable, of receipt of the Panel's determination, which would include a description of the applicable appeal rights.

B. The State Forester will send the written decision to the involved DNR staff and the DRP Administrator. The DRP will disseminate decision to the other involved parties, including the landowner.

   1. The DNR Private Lands Forestry Specialist will copy the materials for inclusion in a case study library. Versions of the case study that have the identifying information redacted will be made publically available.

   2. The Department will review the findings and take the appropriate action with respect to Department staff. Recommendations for further evaluation of a Cooperating Forester's adherence to the Cooperating Forester Agreement will be forwarded to the Private Lands Forestry Specialist for further action as deemed appropriate by State Forester

C. The DRP Administrator will promptly solicit feedback from the involved parties in regards to:

   1. fairness and timeliness of the process
   2. performance of the Specialist
   3. suggestions on how the process could be improved
   4. if they would use the process again or recommend it and if not, why
   5. any other information deemed valuable by the Administrator, Council on Forestry or DNR.

Appendix A

Forestry Specialist Qualifications

Forestry Specialists are to facilitate discussions and communications between the parties in order to help the parties reach an equitable settlement of their differences. If the parties cannot settle their differences, then the Specialist must capture the solutions discussed. Specialists must ensure that the discussion, possible solutions and resulting settlement regarding sound forestry practices is based upon the silvicultural guidelines in DNR handbooks and directives under which the MFL and FCL programs operate.

In January of each year, the DRP administrator will solicit for applicants and confirm that applicants have the minimum experience necessary. The Administrator will facilitate selection of Specialists by the Chair and Vice Chair of Council of Forestry and the State Forester. This effort should result in a list that contains qualified and respected Specialists who have a variety of expertise. The list should contain an adequate number to provide a minimum pool of three Specialists for each county.

Minimum Standard:

a. Has a minimum of 7 years professional forestry work and has an applied working knowledge of the Wisconsin Forest Tax Law Programs and application of the guidelines within the Division of Forestry's Silviculture Handbook.

b. Three references from individuals who can attest to the applicant's track record of professional forestry work experience involving Wisconsin's forest tax law programs and application of the guidelines with in the Division of Forestry's Silviculture Handbook and/or successfully resolving disputes, either within forestry, natural resources, or other areas of dispute resolution.

c. Has not been convicted of a forestry related violation in past 10 years.

Additional Qualifications which may be considered:

1. Has numerous clients whose property is enrolled in MFL or FCL
2. Has established or administer numerous MFL/FCL timber sales
3. Has written or approved numerous MFL management plans
4. Has established or administered timber sales on State or County Forests
5. Has training or experience in dispute resolution/mediation
6. Has worked with a diversity of clients: landowners, loggers, mills, consultants and DNR foresters
7. Is a member of a professional forestry organization (SAF, GLTPA, WCF, WWOA or ACF)
8. Has held a leadership position within a professional forestry organization (SAF, GLTPA, WCF, WWOA or ACF)
9. Is a SAF certified Forester
10. Is a Cooperating Forester in good standing
11. Is a Certified Plan Writer in good standing
12. Is a Certified Silviculturist
13. Is an auditor for a certification system (SFI, FSC or ATF)

Appendix B

Qualifications for Forestry Experts

Forestry Experts are responsible for determining what changes must take place in order for sound forestry to be practiced or in the case of a completed timber sales to determine if sound forestry was practiced. These determinations must be based upon the silvicultural guidelines in DNR handbooks and directives under which the MFL and FCL programs operate and explaining in silvicultural terms why or why not.

In January of each year, the DRP Administrator will create a list of experts by soliciting a minimum of 3 and a maximum of 6 nominations of from each of the following organizations: *DNR, WWOA, WCF, GLTPA, and SAF*. Other professional forestry organizations (e.g. Wisconsin Paper Council, Lake State Lumber Association, and Association of Consulting Foresters) may also nominate up to 6 individuals. The organizations must ensure that the nominated people have the qualifications identified for Forestry Experts. This effort should result in a list that contains qualified and respected Experts who have a variety of expertise and provides an adequate number to provide a minimum pool of five Experts in each of the four Districts of the Division of Forestry.

(a) Individuals can be on the Forestry Specialist list and the Forestry Expert Panel list, but an individual cannot serve as both a Forestry Specialist and an Expert on the same dispute.

(b) Organizations may nominate the same individual.

(c) Selection of an Expert to be included in the pool of Experts shall be unanimous.

(d) A pool of five candidates cannot contain more than one current DNR employee.

Minimum standard:

a. Bachelor's or higher degree in forestry from a school with a curriculum accredited by the Society of American Foresters or a substantially equivalent degree[2] or an associate's degree in forestry from a school with a curriculum accredited by the Society of American Foresters.

AND

b. Has a minimum of 10 years professional forestry work and has a working knowledge of the Wisconsin Forest Tax Law Programs and application of the guidelines within the Division of Forestry's Silviculture Handbook.

AND

c. Has not been convicted of a forestry related violation in past 10 years.

Additional Qualifications which may be considered:

1. Has numerous clients whose property is enrolled in MFL or FCL
2. Has established or administer numerous MFL/FCL timber sales
3. Has written or approved numerous MFL management plans
4. Has established or administered timber sales on State or County Forests
5. Has training or experience in dispute resolution/mediation
6. Has worked with a diversity of clients: landowners, loggers, mills, consultants and DNR foresters
7. Is a member of a professional forestry organization (SAF, GLTPA, WCF, WWOA and ACF)
8. Has held a leadership position within a professional forestry organization (SAF, GLTPA, WCF, WWOA or ACF)

[2] A substantially equivalent degree as determined by the chief state forester and including a minimum of eleven courses across four broad areas of study. The list of these courses can be found in the educational requirements of the Cooperating Forester Program. http://dnr.wi.gov/topic/ForestManagement/coopTraining.html#eligibility

9. Is a SAF certified Forester.
10. Is a Cooperating Forester in good standing
11. Is a Certified Plan Writer in good standing
12. Is a Certified Silviculturist
13. Is an auditor for a certification system (SFI, FSC or ATF)

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Appendix C

Timing of Dispute Resolution Process

Process for Management Plans, Management Amendments, Cutting Notices and Active Timber Sales:

Step	**Step Length (Days)**	**Process Total (Days)**
Decision re: scope/ripeness	2	2
Work of Forest Specialist	12	14
Notification of Continuation to Panel	1	15
Determine Pool of Experts	2	17
Selection of Experts	2	19
Work of Panel	15	34
Convening of Panel, if needed	5	39
Total	39	**39**
Decision by State Forester	ASAP	

*The step length is the maximum time allowed, if practicable. Steps may be completed in a shorter time period.

Process for Completed Timber Sales:

Step	**Step Length (Days)**	**Process Total (Days)**
Decision re: scope/ripeness	5	5
Determine Pool of Experts	5	10
Selection of Experts	2	12
Work of Panel	15	27
Provide materials to Panel	5	32
Conduct site visit	15	47
Make determination	10	57
Convening of the Panel, if needed	15	72
Total	72	**72**
Decision by State Forester	ASAP	

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