

Exhibit A

Director Recruitment

**Public Correspondence received
as of January 25, 2024**

From: [michele dickson](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 11:03:56 AM

You don't often get email from michelendickson@yahoo.com. [Learn why this is important](#)

Thank you for asking for input regarding the new OTFW director.

I am hoping you will select a group of candidates to are committed to maintaining the diversity of wildlife in our state. I would like a candidate committed to ending trapping, which is cruel and indiscriminate killing already been banned in Washington and California. Hunting or trapping beavers in particular is antithetical to recovery of that species in our state and undercuts efforts to expand wildlife habitat, store water and protect communities or fire.

I am opposed to indiscriminate killing of endangered wolves and cougars; we need a better management plan for coexisting with the top predators in our state. It is time for ODFW evolve to an organization which recognizes the fragility of our native ecosystem and works to restore and protect it for all species, not just human interests. This is not so different from PBOT in Portland evolving from just moving cars to getting people on public transportation and bicycles- organizations can shift their focus and mission for the greater good with visionary leadership.

Ultimately human interests are utterly dependent on the health and diversity of the natural environment we live in. Please make protecting and restoring Oregon wildlife and habitat a priority at ODFW.

Thank you for your time,

Michele Dickson FNP
Portland OR

From: [Bethany Cotton](#)
To: [ODFW Commission * ODFW](#)
Subject: Oregon Wildlife Coalition comment on ODFW Director hiring
Date: Thursday, January 25, 2024 10:55:26 AM
Attachments: [OWC ODFW Director Search Comment 1.25.24.pdf](#)

You don't often get email from bethany@cascwild.org. [Learn why this is important](#)

Please find attached a brief comment letter from the Oregon Wildlife Coalition on behalf of our collective membership and supporter base regarding the ODFW director hiring.

Thank you in advance for considering our input,
Bethany Cotton on behalf of the Oregon Wildlife Coalition

Bethany Cotton
she/her/hers
Conservation Director
Cascadia Wildlands - **we like it wild.**
www.cascwild.org
503.327.4923

Cascadia Wildlands defends and restores Cascadia's wild ecosystems in the forests, in the courts, and in the streets. We envision vast old-growth forests, rivers full of salmon, wolves howling in the backcountry, a stable climate, and vibrant communities sustained by the unique landscapes of the Cascadia bioregion. [Join our movement today!](#)



January 25, 2024

Dear Chair Wahl, Vice Chair Hatfield-Hyde and Commissioners-

Thank you for the opportunity to share our thoughts on the process, timeline, attributes and qualifications for hiring a new director for the Oregon Department of Fish and Wildlife (ODFW). We, the members of the Oregon Wildlife Coalition — a coalition of wildlife conservation groups working proactively and collaboratively to advocate for policies that are science-based and humane, and reflect the state’s conservation values — look forward to engaging with the Commission’s hiring committee and contract Executive Recruiter as stakeholders throughout the process. Collectively we represent the interests of over 100,000 Oregonians concerned about science-based wildlife management and conservation.

Oregon’s fish and wildlife and their habitat are bearing the brunt of the impacts of the dual climate and biodiversity loss crises. Having a strong leader at the helm of ODFW who will not just acknowledge the existence of these challenges, but integrate planning for and addressing them into every aspect of the agency’s work, will be essential to achieving the agency’s mission “to protect and enhance Oregon’s fish and wildlife and their habitats for use and enjoyment by present and future generations.”

We are appreciative of recent improvements in the agency’s work on recovering threatened and endangered species through programs like the Oregon Conservation & Recreation Fund, promoting natural climate solutions such as beaver restoration, and proactively emphasizing coexistence with wildlife. We look forward to the next director ensuring these programs are fully resourced, both with funding and staff, and that they continue to grow.

We also know that hunting continues to decline while engagement in non-consumptive uses of wildlife and habitat, including photography and wildlife watching, hiking, rafting, and understanding the value of the ecosystem services these habitats provide is ever increasing. Willingness to acknowledge this reality and actively seek alternative funding sources for the agency should be a priority for the new director.

The coalition appreciates the statements made thus far committing to a broad search for the next director, and the thoughtful list of hiring standards, attributes, and qualifications posted. We also ask that given how traditional hiring processes disadvantage women and people of color and often reflect implicit and explicit biases — the process employs best practices to ensure a just, diverse, and equitable recruitment and hiring process.

We are concerned, however, that the timeline presented is far too condensed to truly achieve the stated commitments to a nationwide search with a focus on attracting diverse candidates. Given the plan includes naming an interim director, we do not understand the rushed nature of the process, especially given it overlaps with the 2024 Oregon Legislative session. Given the long list of stakeholders, we fail to see how a truly inclusive hiring process can be achieved in such an abbreviated timeline.

In summary, we ask that you lengthen the hiring timeline to truly meet the commitment to a nationwide search and achievement of a diverse candidate pool, and so that the stakeholder engagement process is meaningful. We ask that you find a candidate who will bring a holistic approach to wildlife conservation — not merely management. That approach should be grounded in science, representative of the vast majority of Oregonians’ interests in non-consumptive use of the state’s wildlife, cognizant of the need to identify alternative agency funding, and representative of an ever-diversifying agency constituency.

Sincerely,
The Oregon Wildlife Coalition

Bethany Cotton, JD
Conservation Director
Cascadia Wildlands
bethany@cascwild.org

Bob Sallinger, JD
Urban Conservation Director
Willamette Riverkeeper
bob@willametteriverkeeper.org

Dr. Sristi Kamal
Deputy Director
Western Environmental Law Center
kamal@westernlaw.org

Brian Posewitz, JD
Director
Humane Voters Oregon
brian@humanevotersoregon.org

Danielle Moser
Wildlife Program Manager
Oregon Wild
dm@oregonwild.org

Quinn Read, JD
Conservation Director
Portland Audubon
qread@audubonportland.org

Kelly Peterson
Oregon Senior State Director
The Humane Society of the United States
kpeterson@humanesociety.org



From: [Christopher Hoon](#)
To: [ODFW Commission * ODFW](#)
Subject: Oregon Department of Fish and Wildlife Director Selection Process and Commission Structure
Date: Thursday, January 25, 2024 10:43:29 AM
Attachments: [image001.png](#)
[Oregon Department of Fish and Wildlife Director Selection Process and Commission Structure.pdf](#)

You don't often get email from choon@deltawaterfowl.org. [Learn why this is important](#)

Hello,

My name is Christopher Hoon, and I am submitting this letter on behalf of Delta Waterfowl.

Best,



Christopher Hoon

Manager of Government Affairs – Pacific Flyway

c: 916-626-7160

e: choon@deltawaterfowl.org

Delta Waterfowl

The Duck Hunters Organization™

DeltaWaterfowl.org



January 25, 2024

Commissioner Mary Wahl, Chair
Oregon Fish and Wildlife Commission
4034 Fairview Industrial Drive SE
Salem, OR 97302

RE: *Oregon Department of Fish and Wildlife Director Selection Process and Commission Structure*

Dear Chair Wahl and members of the Oregon Fish and Wildlife Commission,

On behalf of Delta Waterfowl members, not only in the state of Oregon but across the Pacific Flyway, we appreciate the opportunity to weigh in on the selection process for the new Director to lead the agency, and to highlight a few concerns our organization has regarding the Oregon Department of Fish and Wildlife (ODFW) and the Commission that oversees the agency.

For reference, Delta Waterfowl is a leading conservation group founded at the famed Delta Marsh in Manitoba, with its United States Headquarters in Bismarck, North Dakota. We work to produce ducks through intensive management programs and conservation of breeding duck habitats. Delta conducts vital waterfowl research and promotes and protects the continuing tradition of waterfowl hunting in North America.

Though we were saddened by the announcement that longtime Director, Curt Melcher, is retiring. We view this as an opportunity to ensure that the next Director tasked with leading this agency shares the values of the sportsmen and women of the state and will commit to upholding the principles of conservation. We were concerned to see that the "Desired Attributes" document put out by the ODFW lacks any reference to the North American Model of Conservation. The North American Model of Conservation has been agreed upon for over half a century as being the most successful outline for wildlife management. It is imperative that any future director be intimately familiar with this conservation model, and the proven value it provides to the state of Oregon.

While we appreciate ODFW creating an environment for stakeholder engagement, we have concerns with the current makeup of the stakeholder list. Currently, this list is too small and is not representative of the entire sporting community in Oregon. Out of the 81 organizations represented, only 28 organizations represent the core constituency of the agency. At the moment, Delta Waterfowl is not included on this list. Our organization has members and chapters all across the state and is very active within the conservation and hunting community in Oregon, and we would welcome the opportunity to join this list.

We were also concerned with the use of the term “change agent” within this document. We believe that the role of the Director is to make decisions based on what is best for Oregon wildlife using the best available science. While we understand change may be required within the agency, this decision should be made based on data, and not the assumption of need. Under the same bullet point “traditional stakeholders” is also used to encompass all wildlife-dependent organizations. This terminology completely minimizes these organizations, which are highly important to ODFW, paying over 50% of the department's budget. Language like this only seeks to lessen the role these organizations play in Oregon.

Lastly, the Governor has failed to appoint a commissioner from Eastern Oregon. This is in direct violation of ORS 496.090, which guarantees the commission will have representatives from all regions of the state. Currently, Eastern Oregon is the only region of the state that is unrepresented. Oregonians living in the East have just as much right as those living elsewhere in the state to have their voices heard and the Governor must uphold the law.

Please feel free to reach out to me at choon@deltawaterfowl.org with any questions, comments, or feedback.

Sincerely,

A handwritten signature in black ink, appearing to be the initials 'CH' with a horizontal line through them.

Christopher L. Hoon
Manager of Government Affairs – Pacific Flyway
Delta Waterfowl Foundation

From: [Wally Sykes](#)
To: [ODFW Commission * ODFW](#)
Subject: New ODFW Director
Date: Thursday, January 25, 2024 11:27:44 AM

You don't often get email from captmayo@eoni.com. [Learn why this is important](#)

Chair Wahl, Commissioners:

Thank you for being open to the opinions of all Oregonians in the selection of a new Director.

I urge you to select candidates who have strong commitments to wildlife conservation, in line with the feelings of the majority of Oregonians. Under Director Melcher, the ODFW mission was overwhelming directed at consumptive exploitation of our wildlife. Oregon needs a Director who will give priority to conserving and prospering native species and their habitat as an absolute good, not as a recreational opportunity for hunters, trappers and fishers. Oregon needs a Director who is fully aware of both the effects now and in the near future of the climate crisis, and of the bold actions necessary to preserve Oregon's biodiversity and ecological viability.

Outmoded 20th century practices will not work in the 21st century.

Thank you,

Wally Sykes
Joseph, OR

From: [Michelle Lute](#)
To: [ODFW Commission * ODFW](#)
Subject: Public comment re: Jan. 26 meeting | Director Recruitment Process
Date: Thursday, January 25, 2024 11:35:27 AM
Attachments: [Considerations for ODFW Director Recruitment Process Lute WFA.pdf](#)

You don't often get email from michelle@wildlifeforall.us. [Learn why this is important](#)

Dear Members of The Oregon Fish and Wildlife Commission,

I am the Co-Executive Director of Wildlife for All, a non-profit organization dedicated to just and democratic governance of our continent's wildlife and natural heritage. I am writing on behalf of our Oregonian members to commend the commission for an inclusive and transparent process to recruit a new Oregon Department of Fish and Wildlife (ODFW) director. The commitment to openness and inclusion is crucial for fostering trust and engaging diverse perspectives in the decision-making process.

I believe that the selection of a new ODFW director presents a unique opportunity to further enhance the representation of diverse interests within the state. In this regard, I would like to emphasize a few important considerations for the commission's careful deliberation during the hiring process.

Firstly, I appreciate the importance of considering internal candidates, but it is equally vital to explore external options if there are no suitable internal candidates. The goal should be to find an individual who not only possesses the necessary skills and qualifications but also brings a fresh perspective to the role. The right candidate will not only understand resource management and Oregon's unique historical context regarding fish and wildlife conservation, but arguably more importantly, must be an honest broker and relationship builder among diverse interests across the state.

Your draft list of desirable attributes and characteristics is excellent. I would like to emphasize two key attributes that I believe are essential for the new director:

1. Demonstrated Leadership in Addressing Critical Emerging Issues: The new director should exhibit a track record of **bold and creative** leadership in identifying and addressing critical emerging issues. The dual specters of climate change and biodiversity loss will require the director to challenge the status quo in many realms and make decisions that will not please all trust beneficiaries. An honest broker that can engender trust among trustees, trust managers, administrators and beneficiaries has a better chance of weathering those tough decisions in pursuit of a common goal: stewardship of the wildlife trust (including fish and invertebrates). Oregon's diverse ecosystems require proactive management strategies to ensure their long-term sustainability, and a director with a strong background in these areas will be instrumental in guiding the ODFW through the dynamic challenges ahead.

2. Understanding and Appreciation of Diverse Stakeholder Interests: To ensure just, fair and enduring policies and practices, it is crucial to select a director who not only understands the interests and concerns of consumptive users but also appreciates the perspectives of tribes and diverse citizens across the state. The director should embody the principles of inclusive decision-making, acknowledging the diverse ways in which Oregonians interact with habitat, fish, and wildlife. Building a bigger tent by seizing opportunities to create space for a broader range of voices will contribute to a more resilient and responsive ODFW trusted by diverse trust beneficiaries.

In conclusion, I applaud the commission for its commitment to transparency and inclusivity in the recruitment process. By carefully considering these attributes and broadening the scope of potential candidates, the commission can ensure the selection of a director who will effectively lead the ODFW in addressing current and future challenges while representing the diverse interests of Oregonians.

Thank you for your dedication to the responsible stewardship of Oregon's natural resources.

Sincerely,



Michelle Lute, PhD

Co-Executive Director

406.848.4910 (cell)





Subject: Considerations for ODFW Director Recruitment Process

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Thank you for your dedication to the responsible stewardship of Oregon's natural resources.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle Lute". The signature is fluid and cursive, with the first name "Michelle" written in a larger, more prominent script than the last name "Lute".

Michelle L. Lute, PhD
Co-Executive Director
Wildlife for All

From: [Tiffany Lee "T" Brown](#)
To: [ODFW Commission * ODFW](#)
Subject: priorities for new leadership
Date: Thursday, January 25, 2024 11:44:19 AM

You don't often get email from tiffany@plazm.com. [Learn why this is important](#)

Hello, folks of ODFW ~

Thank you for all the work that your organization does to manage fish and wildlife and habitat in Oregon. I grew up in rural Oregon and have spent the majority of my adult life living in various parts of Oregon.

As we stumble through the 21st century, all of us are clearly dealing with a very different Oregon from the one I grew up in. We have a lot more knowledge that we can put to use, in terms of trying to cope with climate change and degraded habitats. Most of us recognize that the old ways of doing things have eroded human and animal habitat alike.

As you contemplate selecting new leadership, I sincerely hope you will look for someone who understands just how huge our task is, lying in front of us. We can't pretend that it's the 19th century anymore, we can't pretend that it's 1950, and we can't even pretend that it's 2015. We really need to prioritize rebuilding lost habitat, and questioning policies that have not turned out to work so great — things we have learned through experience alone, such as our fire management and suppression that have made our forests worse, not better.

The culture, tradition, and related economic benefits of fishing and hunting are important to many Oregonians. But more important — important to everybody in the long run, including everybody who hopes to hunt and fish here in the future — is having enough decent habitat to support human life, animal and plant life, as well as fish to catch and game to hunt, long into the future.

I hope your new leadership will prioritize the beavers, whose work has been shown to restore all kinds of habitat and waterways; we should not be trapping them. Those days are over. Learning to live with Apex predators such as wolves should also be a priority. Let's look at the long term.

These are very uncertain times, and if we are not willing to keep very up-to-date on new science, new ideas, and prioritize the health of our fish and animals, it could completely destroy what we love about Oregon.

Thank you for taking the time to read this letter. Because I have a wrist injury, I am dictating it into my phone, and I apologize for any weird typos.

Tiffany Brown
Sisters, Oregon
97759

From: [peter barry](#)
To: [ODFW Commission * ODFW](#)
Subject: New Director Selection Input
Date: Thursday, January 25, 2024 12:32:52 PM

You don't often get email from petebarry99@yahoo.com. [Learn why this is important](#)

Thank you for taking Public Input seriously ---after all, it is the bed-rock of a democracy.

Since the wildlife in Oregon is 'owned' by the People :

The new director should reflect the will of the People---NOT just select interest groups like hunters, fishers, cattlemen, outfitters, loggers and corporations, etc.

BIODIVERSITY preservation and rebuilding and should be the main goal of the new director.

We NEED a complete re-evaluation of the programs and priorities of the past. Beavers should be protected and aided in repopulating the state. Wolves should be protected...not a few ranchers...why are they more important the millions of non-cattlemen??

We need a new direction and therefore a new director that can lead, and be proactive and make things happen. We need a true advocate for wildlife and intact ecosystems.

Please DO NOT consider anyone who is the 'old school', "do not rock the boat, and focus on pleasing the hunters and fishers" camp.

2024 ---TIME for a new and bold direction using SCIENCE and a wholistic view of the State, Region and Wildlife Corridors to far ecosystems. This may be out last chance.

THANK YOU for considering these points,

Peter Barry

NE Oregon ---Our family owns over 1000 acres in three counties that is forest, sage and grasslands. We have run cattle, and harvested trees and promoted wildlife our lands.

From: [Adam Bronstein](#)
To: [ODFW Commission * ODFW](#)
Subject: Director Recruitment Plan - Written Testimony
Date: Thursday, January 25, 2024 12:59:33 PM
Attachments: [Director Recruitment Plan Written Testimony ODFW Commission Meeting 1_26_24.pdf](#)

You don't often get email from adam@westernwatersheds.org. [Learn why this is important](#)

January 25, 2024

**Re: Director Recruitment Plan | Written Testimony ODFW Commission Meeting
1/26/24**

Dear Chair Wahl and Commissioners,

I would first like to express my gratitude for the transparency and opportunities for public engagement that the Commission has demonstrated during the Director hiring process. Your efforts in involving the public in these significant decisions are commendable. However, I would like to request for the future that more than 24 hours' notice be provided for public engagement opportunities. Adequate notice ensures broader community involvement and more meaningful participation.

I urge the Commission to steadfastly uphold its commitment to selecting candidates who genuinely represent the interests of all Oregonians, transcending the traditional focus on hunting and angling groups. It is crucial to recognize the diverse perspectives and concerns of our state's population. The Commission must look externally and strongly consider candidates with a conservation background who can begin changing the culture of the Department to become less game species oriented. The Department must consider someone who is willing to work with Governor Kotek and the state legislature to develop new sources of funding that are not dependent on the take of species.

I strongly advocate for the selection of candidates who are committed to ending the hunting and trapping of beavers in Oregon. The restoration of beaver populations is not only essential for the species' recovery but is also instrumental in expanding wildlife habitats, storing water, and protecting communities from wildfires. Additionally, it is imperative to address the management of wolves. The Commission should prioritize candidates who are dedicated to employing science-based carnivore management and coexistence philosophies and practices. The senseless slaughter of wolves must cease. Regarding fish hatcheries, it is crucial to select candidates who comprehend the science behind these operations and are willing to advocate for the discontinuation of programs detrimental to wild, native fish populations.

It is of the utmost importance to choose candidates who grasp the severity of the climate and extinction crises. We are in a time of environmental emergency, and protecting biodiversity requires bold and sometimes controversial actions. We need leaders who are unafraid to make tough decisions in the face of these challenges, demonstrating courage and foresight in their roles. One example, as mentioned above, is to end the hunting and trapping of beavers on public lands.

And finally, I urge the Commission to prioritize candidates who are devoted to protecting native species as a foremost responsibility, resisting the influence of special interest groups.

Thank you for considering these requests. The decisions made throughout this process will shape the future of ODFW, our environment and native wildlife for generations to come. Each step along the way matters.

Sincerely,



Adam Bronstein

Western Watersheds Project / Director for Oregon

--

Adam Bronstein

Oregon Director

Western Watersheds Project

(541) 595-8034

adam@westernwatersheds.org

Work Schedule: Monday - Thursday

He/Him

WWP Oregon
PO Box 1855
Sisters, Oregon 97759
(541) 595-8034
adam@westernwatersheds.org



Working to protect and restore Western Watersheds and Wildlife

January 25, 2024

Re: Director Recruitment Plan | Written Testimony ODFW Commission Meeting 1/26/24

Dear Chair Wahl and Commissioners,

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Thank you for considering these requests. The decisions made throughout this process will shape the future of ODFW, our environment and native wildlife for generations to come. Each step along the way matters.

Sincerely,

A handwritten signature in black ink, appearing to read 'Adam Bronstein', with a long horizontal flourish extending to the right.

Adam Bronstein

Western Watersheds Project / Director for Oregon

From: [Nikki Dennis](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 2:28:53 PM

You don't often get email from nmden1@hotmail.com. [Learn why this is important](#)

Hello,

In regards to the hiring of a new ODFW Director, I thank you for providing an opportunity for public comments, but it needs to be stated that more than 24 hours-notice is needed in order to encourage and allow for that engagement.

When selecting a director, I believe it is crucial to recognize that the majority of Oregonians support biodiversity and the preservation of ecosystems and natural spaces. We just recently outlawed coyote killing contests here in Oregon which speaks to the fact that we need to catch up on our way of thinking. In particular and with regard to wolves and beavers, attitudes need to change to reflect their important role in our ecosystems and their right to exist without persecution. With climate change, Big Ag and fishing is an unsustainable industry and incredibly inefficient way to feed people. Farmers are unable to water/feed their cows that are doing irreversible damage to lands with their grazing and we are emptying the seas of fish, causing whales and bycatch casualties. The majority population in this state is more than hunters, anglers, and farmers and their viewpoints are being overrepresented.

We need candidates who will not bend to the will of special interest groups, shuttering programs that are harmful to wildlife, and, instead, be accountable to the people of the state they serve in this capacity. We need a leader of this organization who *truly* understands the true extent of the climate crisis and the harm it is doing to Oregonians, especially low-income minority communities, those adversely affected by extreme snow/ice storms, and horrible fires that kill and wipe out entire neighborhoods. We are on the road to pass climate tipping points and there is no more time for incremental change. This is where we are and bold action must be taken in order for our survival and the survival of biodiversity in this state, protecting native species first and foremost. Your choice must reflect these values.

Thank you,

Nikki Dennis
Portland, OR

From: [Sevilla Rhoads](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 1:21:56 PM

You don't often get email from sevillaclaydon@gmail.com. [Learn why this is important](#)

My family is really concerned about the loss of native habitats and biodiversity. My kids hear the news about the environmental issues and ask me if there is any future for them and this breaks my heart!

So, please choose an ODFW Director who understands the need to promptly address the serious threats to our natural environments.

We understand we all have a role to play in providing a safe and stable future for the next generation and that it is not easy to make the necessary changes, so please choose a Director with the skills and experience to make the right decisions, even if they are not popular, to preserve and restore habitats and biodiversity.

We also think it important the next director be aware of the benefits of apex predators and the science relating to how they can benefit Oregon in so many ways.

Biologists like Aaron Bott are models of how to balance interests around apex predator issues and we hope the next director is someone who knows how to effectively support the biologists, like Aaron, who are doing important work and helping the public have a more positive perspective about your agency.

Thank you for listening,
The Rhoads Family

From: [Gordon C. Jones](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 12:41:08 PM

You don't often get email from gordoncjones@gmail.com. [Learn why this is important](#)

Re: Recruitment and hiring of new ODFW Director

Dear Commissioners:

Thank you for providing the public the opportunity to provide input on both the recruitment and hiring process for the new director position at ODFW. Having an open and transparent hiring process is extremely important to maintain confidence and support of your constituents, as well as to make certain that you select a list of candidates who believe in sound science and who understand the importance of a long-term management plan for Oregon's forest lands, wildlife and ecosystem health. My only criticism of the process is that the public wasn't given more notice and allowed to have stakeholder meetings and discussions prior to the close of the public comment period.

I was born and raised in Oregon, grew up hunting, fishing and enjoying Oregon's rivers, forests and outdoors. I am, however, very concerned that during my lifetime we have failed to protect our wildlife and natural resources, and we need to consider how we can strengthen ODFW's policies so that we can do a better job than we have done in the past.

I ask that the commission consider a hiring criteria that will select a director who will recognize the importance of managing Oregon's lands for wildlife as the highest priority. The hunting and fishing groups and lobbies, as well as farming and ranching interests, have historically had too much influence on ODFW's decisions and policies. Now we have the pressure of off-road vehicles, ATVs, mountain bikes, paragliding and other forms of recreation that are putting way too much lobbying pressure on ODFW, our forests and wildlife.

Protection of our state animal, the beaver, should be one of the first goals of a new director. The trapping and hunting of beaver for fur or sport, given the body of knowledge that we now have on their importance to a diverse and healthy ecosystem, should be stopped immediately. They should be a protected species in Oregon and recognized for their abilities to store water, create diverse wildlife habitat, enhance fisheries, and provide protection from wildfires.

We must also have strong protection for wolves, another native species that has been extirpated from the state, but is now making a comeback. Unfortunately there are those that think that cattle, an invasive species to our state, have more rights to be on public lands than do wolves, a native species. I am currently serving on the Wolf Depredation and Compensation Committee for Deschutes County, and our purpose is to advocate for and provide fair compensation to responsible ranchers and cattle managers that attempt to mitigate any conflicts by first using approved non-lethal means. I'm very much opposed to the senseless slaughter of wolves that has been the policy of the ODFW service in recent years. We can and should do much better.

Finally, I would encourage the commission to recruit and hire a director with a strong education in science, and a background of placing the protection of our old-growth forests and

wildlife above all other interests, including the forest industry.

Respectfully submitted,

Gordon C. Jones

Owner: Lake Creek Lodge, Camp Sherman, OR

From: [Dan & Jan Blair](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 11:51:00 AM

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FROM: Dan and Jan Blair

PO Box 330, Joseph, OR 97846

jandanbee@gmail.com

As concerned Oregonians who support environmental science, we thank you for this opportunity to engage in the Commission's hiring process for the new Director. We ask that you take very seriously the commitment to select candidates who will take into account the interests of Oregonians like ourselves who, while we do enjoy fishing, are not what might be considered part of the "traditional" crowd.

It's our recommendation that the candidate list should only include persons whose first priority is to protect native species. The new Director will have to be strong enough not to bend to the will of special interest groups in a time of increasing polarization and anti-science sentiment.

The specifics on our "wish list" for the new Director, rooted in the best science:

- * The candidates should be clear in their understanding of the risks we all face from climate change, and particularly the extinction risk native species face from climate change. We are facing a biodiversity crisis, and the new leader must be a person unafraid to speak out and to act.
- * Select a group of candidates committed to ending the hunting and trapping of beaver in Oregon. It is critical to recover beaver in order to expand wildlife habitat, store water, and protect our communities from fire, which as you know is becoming a graver threat every year.
- * We strongly support candidates who will commit to ending the killing of wolves. If the candidates believe in following the science of carnivore management, and commit to pursuing coexistence philosophies and practices, those are the candidates (and only those) who should make the Commission's list.
- * The candidates should understand the scientific discoveries about fish hatcheries (a recent *High Country News* article discussed the confusion of fish unable to find their way back to their place of birth, a natural phenomenon), and be willing to strongly advocate for wild, native fish, including closing down programs that are dangerous for the continuation of a species. We suggest that the new Director should welcome input from indigenous Native tribes in that regard.

We would've appreciated more than 24 hours' notice of this public comment period, and respectfully suggest this might be a wise choice in future. Please give our recommendations, and those of hundreds of other Oregonians, your most serious and thoughtful consideration. Thank you again.

--

"The price good men pay for indifference to public affairs is to be ruled by evil men." Plato, The Republic

From: [michele dickson](#)
To: [ODFW Commission * ODFW](#)
Subject: Hiring new ODFW Director
Date: Thursday, January 25, 2024 11:03:56 AM

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Thank you for asking for input regarding the new OTFW director.

I am hoping you will select a group of candidates to are committed to maintaining the diversity of wildlife in our state. I would like a candidate committed to ending trapping, which is cruel and indiscriminate killing already been banned in Washington and California. Hunting or trapping beavers in particular is antithetical to recovery of that species in our state and undercuts efforts to expand wildlife habitat, store water and protect communities or fire.

I am opposed to indiscriminate killing of endangered wolves and cougars; we need a better management plan for coexisting with the top predators in our state. It is time for ODFW evolve to an organization which recognizes the fragility of our native ecosystem and works to restore and protect it for all species, not just human interests. This is not so different from PBOT in Portland evolving from just moving cars to getting people on public transportation and bicycles- organizations can shift their focus and mission for the greater good with visionary leadership.

Ultimately human interests are utterly dependent on the health and diversity of the natural environment we live in. Please make protecting and restoring Oregon wildlife and habitat a priority at ODFW.

Thank you for your time,

Michele Dickson FNP
Portland OR