

Elizabeth M. Hay-Chmielewski

Fisheries Specialist
MDNR, Fisheries Division
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Education

MS (Natural Resources–Fisheries) 1987 University of Michigan, Ann Arbor
BS (Biology) 1979 University of Guelph, Guelph, Ontario

Professional Experience

Fisheries Specialist—Michigan DNR, Fisheries Division

- March 1999–present
- Serve as program manager of the river assessment program which has completed 15 river assessments and management plans to date with seven assessments in progress
 - Develop work plans and directly supervised lead authors working on river assessments from 1999 to 2002 and matrix supervise lead authors from 2003 to present.
 - Annually prepare federal aid budgets and federal program reports since 1999.
- Managed and lead author on the aquatic portion of Michigan’s Wildlife Conservation Strategy (now called Michigan’s Wildlife Action Plan)
 - Directed and supervised the aquatic team.
 - Provided direction on overall document structure and content.
 - Represented MDNR at statewide stakeholder meetings.
 - Represented MDNR at national meetings with other states and federal agencies.
- Reviewed and edited numerous papers and publications including: Remedial Action Plans, river assessments, river management plans, journal submissions, policies, grant proposals, white papers, and Fisheries Division prescriptions.
- Co-principle investigator on research federal aid studies
 - Refinement of the aquatic portion of Michigan’s Wildlife Action Plan with Li Wang.
 - Determining the relationship between initial size, rearing density, and growth rate and survival of age-0 lake sturgeon in rearing ponds with Jim Breck.
- Developed current version of Fisheries Division Scientific Collector’s Permit System
 - Defined requirements for database managing the permit program.
 - Managed ongoing operation of the program for three years.
- Acting Resource Management Manager 2000–2003.
 - Responsible for development and implementation of unit budget and work plans.
- Assisted Forest, Mineral, and Fire Management Division to finalize Michigan’s State Forest Management Plan
- Lead author of inland fisheries white paper on nongame indigenous fish, reptiles, amphibians, crayfish, mussels, and snails
- Significantly contributed in defining lake sturgeon reporting database.
- Participated in interview committees in Fisheries and Wildlife divisions.
- Participated on Fisheries Division strategic planning committees: resource management and recreational fisheries.
- Member of MDNR Biodiversity Assist Team.

Acting Aquatic Species & Regulatory Supervisor—Michigan DNR, Fisheries Division

- December 2005–December 2006
- Served as unit manager for the ASRA unit
 - Supervised 3 staff including managing personnel matters.
 - Managed unit budget.
 - Directed commercial fisheries, scientific collectors, prescription, fish stocking, regulation, and species programs.

River Ecosystem Biologist—Michigan DNR, Fisheries Division

- April 1995–March 1999
- Coordinate river system assessments for Michigan's watersheds including determining staff resources and research needs.
- Responsible for editing and technical production of assessments.
- Worked with the MDNR legislative liaison and represented the department in the review of Michigan's drain code and 34 associated statutes.
- Inter-departmental representative for ecosystem management for MDNR. Division representative for watershed initiative projects and liaison with state and federal programs dealing with ecosystem issues.

Management Unit Fisheries Biologist—MDNR, Fisheries Division

- April 1993–April 1995 at Institute for Fisheries Research
 - Senior author of the first river assessment. Member of team responsible for developing river management plans for the division.
 - Member of a state-wide lake sturgeon committee; author and co-editor of state-wide management plan for lake sturgeon.
- April 1987–April 1993 at Imlay City and Pontiac District Offices
 - Responsible for planning, directing, and analyzing surveys of fish habitat, fish stocking fish populations, and fisheries. Develop and evaluate fishery management plans.
 - Plan, direct, and participate in fishery management operations including: treatment of lakes and streams with fish toxicants; fish habitat improvement projects; fish rearing; fish stocking; and assisting research with studies. Investigate and make recommendations on applications for environmental permits.
 - Communicate with other professionals, public officials, and the general public regarding fisheries and fisheries management.

Research Assistant—University of Michigan

- December 1984–April 1985 and May 1985–March 1987

Teaching Assistant—University of Michigan

- January–April and September–December 1985

Biologist—Ontario Ministry of Natural Resources, Fisheries Research Section

- September 1980–June 1983

Deckhand—F/V Echo Kodiak, Alaska

- September–December 1980

Team Leader/Biosampler—International Pacific Halibut Commission

- May–September 1979, 1978, 1977.

Biological Technician—International Pacific Halibut Commission

- September–December 1978

Biosampler—Department of Environment Canada, Fisheries and Oceans

- July–August 1977

Awards

- 2006 · Special Conservation Award, Michigan United Conservation Clubs for work on Michigan's Wildlife Action Plan.
- 2005 · Recognized by Natural Resource Commission for work on Michigan's Wildlife Action Plan.
- 2004 · Dedication to Excellence Award, Michigan Dept. of Natural Resources, Fisheries Division
- 1994 · Chief's Award, Michigan Department of Natural Resources, Fisheries Division
- 1993 · Certificate of Appreciation, Michigan Department of Natural Resources, Fisheries Division
- 1992 · Appreciation Award, Western Wayne County Conservation Association
- 1986 · Fisheries Memorial Alumni Award
- 1986 · School of Natural Resources Winter Term Scholarship

Publications

- Eagle, A.C., E.M. **Hay-Chmielewski**, K.T. Cleveland, A.L. Derosier, M.E. Herbert, and R.A. Rustem eds. 2005. Michigan's wildlife action plan. Michigan Department of Natural Resources. Lansing, Michigan. 1592 pp. <http://www.michigan.gov/dnrwildlifeactionplan>.
- Hay-Chmielewski**, E.M. and G.E. Whelan. 1997. Lake sturgeon rehabilitation strategy. Michigan Department of Natural Resources, Fisheries Division, Special Report 18, Ann Arbor, Michigan.
- Hay-Chmielewski**, E.M., P.W. Seelbach, G.E. Whelan, and D.B. Jester Jr. 1995. Huron river assessment. Michigan Department of Natural Resources, Fisheries Division, Special Report 16, Ann Arbor, Michigan.
- Diana, J. S., and D. F. Clapp. E. M. **Hay-Chmielewski**, G. Schnicke, D. Siler, W. Ziegler, and R. D. Clark Jr. 1990. Relative success of telemetry studies in Michigan. American Fisheries Society Symposium 7:346–352.
- Hay-Chmielewski**, E.M. 1987. Habitat preferences and movement patterns of the lake sturgeon (*Acipenser fulvescens*) in Black Lake, Michigan. Michigan Department of Natural Resources, Fisheries Research Report 1949, Ann Arbor, Michigan.
- Hay**, E.M. 1981. American eel age and growth assessment techniques. Lake Ontario Fisheries Assessment report '81–4. Ontario Ministry of Natural Resources, Lake Ontario Fisheries Assessment Unit, Richmond Hill, Ontario.
- Hay**, E.M. 1978. The effect of wet and dry storage on otolith weight of Pacific halibut (*Hippoglossus stenolepis* Schmidt). Internal report for International Pacific Halibut Commission, Seattle, Washington.

Professional Affiliations

- American Fisheries Society 1985–present
 - History Section 1997–1999
 - Canadian Aquatic Resources Section 2000–present
- Michigan Chapter American Fisheries Society 1985 to present
 - Chair, Michigan Chapter Rivers and Stream Committee 1997, 1998
 - Michigan AFS newsletter editor 2005–present
 - Chair, Michigan Chapter Communications Committee 2006–present

Continuing Education Courses

- 2008 Facilitator Excellence Workshop by MSU Extensions Leadership Network (LeadNet) and the Community Development Area of Expertise Team
- 2007 ·Quick knowledge on-line course on how to write effective email
- 2006 ·Natural Resources Leadership Project #4 by Progress Associates/MSU
·Introduction to Incident Command System (ICS 100) by Federal Department of Homeland Security, FEMA
- 2005 ·Leadership Traps & Leadership Tools by Progress Associates
·Time Management & Organization Skills for Busy Professionals by National Seminars Group
- 2004 ·Law and the expert witness by Dr. Daniel Bronstein, MSU
- 2003 ·Introductory Access XP by PTD Technology
·Candidate conservation agreement with assurances workshop by USFWS
·Team training-building functional teams by Progress Associates
- 2002 ·Retooling work groups, teams, and meetings by Progress Associates
·Effective communications and team decision making by Progress Associates
·Building rapport with different communication styles by Progress Associates
·Enhancing workplace relations by Career Growth Associates, Inc.
- 2001 ·A short course in Michigan fluvial geomorphology & hydrology by Dr. Mike Wiley UM
·Women's Conference by Career Track
- 2000 ·An orientation to GIS in the Michigan DNR by MDNR GIS lab
·Using Arc View GIS in the DNR by MDNR GIS lab
- 1999 ·Fish genetics by USFWS
·Microsoft Power Point training by Lansing Community College
·GroupWise (e-mail system) training by Lansing Community College
·Geographic Information System (GIS); 2 days by DNR GIS staff
·Management skills for first time managers by Rockhurst College Continuing Education Center
- 1998 ·Managing multiple priorities by Dun & Bradstreet Business Education Services
- 1997 ·Fluvial ecosystems; UM course, one semester, by Dr. Mike Wiley, UM
- 1996 ·Thinking; 1 day by Rockhurst College Continuing Education Center
- 1995 ·Fourth National Watershed Conference, Opening the Toolbox: Strategies for successful watershed management by National Watershed Conference
- 1992 ·The essentials of high self-esteem by SkillPath Seminars
- 1991 ·Expert witness by Michigan Civil Service
- 1990 ·Management one and two by Lansing Community College
·Career planning and your future by Lansing Community College
- 1986 to 2006 ·American Red Cross first aid and adult CPR