

Biographical Sketch: Paul J. Radomski (March 2024)

Education:

University of Wisconsin-Stevens Point, M.S., Aquatic Biology and Fisheries, 1983-1986.

University of Wisconsin-Stevens Point, B.S., Limnology, 1979-1983.

Books:

1. *Walleye: A Beautiful Fish of the Dark*. Paul J. Radomski 2022. University of Minnesota Press
<https://www.upress.umn.edu/book-division/books/walleye>
2. *Lakeshore Living: Designing Lake Places and Communities in the Footprints of Environmental Writers*. Radomski, P. J., and K. Van Assche. 2014. Michigan State University Press, East Lansing. 228 pages. <https://msupress.org/9781611861181/lakeshore-living/>

Film Documentaries:

1. *State of Water: Restoring Lakeshores*. WCCO, CBS Minnesota.
<https://www.cbsnews.com/minnesota/news/state-of-water-restoring-lake-shores/>
2. *The Aquatic Zone*. Itasca Waters, via Itasca Community Television.
https://www.youtube.com/watch?v=i_VfVkvPBg4&t=6s
3. *Minnesota Lakes at Risk*. Twin Cities Public Television, Minnesota Waters, and the Minnehaha Creek Watershed District. <http://www.youtube.com/watch?v=h8larSH8Fa4>
4. *Nongame: Shoreline Survey*. Venture North, Duluth Public Television, WDSE-TV/Channel 8. Show 27-5.

Honors and Certifications:

- Plenary speaker: Minnesota Chapter of the American Fisheries Society, 2015 & 2020 [2015- Two Slow-Motion Fisheries Wrecks: Why We Can't Look Away; 2020- Leaving a Lake Conservation Legacy]
- North American Lake Management Society 2019 Best Paper Award in the journal *Lake and Reservoir Management*
- Associate Editor, Transactions of the American Fisheries Society, 2003-2012.
- Emerging Leaders Institute, 2011, Minnesota Management and Budget, advanced leadership training for high performing state employees
- Lake-Friendly Protection Strategy Award, 2006, in recognition of the preservation of Minnesota's lakes through the development of the DNR's Alternative Shoreland Management Standards. 1000 Friends of Minnesota, BLA Audubon Society, Minnesota Waters, DNR, MN Chapter of the American Fisheries Society, The Nature Conservancy.
- Minnesota Chapter of the American Fisheries Society Special Recognition Award, 2006, in recognition of work to advance shoreland protection in Minnesota.
- Minnesota Fish and Wildlife Employees Association Award, 2006, to recognize outstanding contributions to fish and wildlife management as the technical advisor to the North Central Lakes Pilot Project of the Governor's Clean Water Initiative.
- Certified Fisheries Professional, American Fisheries Society, 2003.
- Minnesota Fisheries Special Project Award, 2001, in recognition of outstanding efforts in compiling and summarizing angler harvest data as part of the process of reviewing statewide bag limits.

- Minnesota DNR Department Innovation Award, 2000, for designing a software program to efficiently handle the statewide Aquatic Plant Management permitting program.
- Minnesota DNR Department Teamwork Award, 1996, for dedicated and quality teamwork in working on solutions to the management of fisheries resources in the 1837 Treaty Area
- Certified Fisheries Scientist, American Fisheries Society, 1996.
- Minnesota DNR Fisheries Special Recognition Award, 1994, in recognition of exemplary contribution to international watershed management with Minnesota and Ontario.
- Outstanding College of Natural Resources Graduate Student, University of Wisconsin-Stevens Point, 1985.
- Worth Fellowship at the University of Wisconsin-Stevens Point, 1985.

Employment:

Research Scientist 3

Minnesota Department of Natural Resources, Lake Ecologist, 2013-present.

I serve as Minnesota's lead expert on lake habitat management conservation. In this role, I provide expertise to facilitate the development of conservation policy, rules, and laws. I conduct research that informs lake management. I've developed biological indicators to assess public waters to determine if they are attaining water-quality standards. Finally, I'm working with lake and watershed organizations across the state on conservation planning that prioritizes lake investments for multiple environmental benefits.

NR Program Coordinator

Minnesota Department of Natural Resources, Shoreland Conservation Projects, 2007-2013.

I provided the managerial lead on LCCMR-funded projects to characterize the status of lakeshore habitat (Minnesota Sensitive Lakeshore Project 2007-2013; 7 fulltime staff plus seasonal employees and budget management [>\$1M via multiple grants]). In this position, I also provided expertise to facilitate the development of lakeshore related legislative policy, rules, and laws; and I worked with local governments to amend their shoreland ordinances.

Senior Project Consultant

Minnesota Department of Natural Resources, Shoreland Conservation Projects, 2005-2007.

Responsible for development of Minnesota's Alternative Shoreland Management Standards. These standards are shoreland ordinance solutions that balance natural resource conservation with social and economic values of shoreland development.

Research Scientist 2

Minnesota Department of Natural Resources, Brainerd, 2000-2005.

Performed fisheries scientific research on topics related to fish habitat, angling regulations, and fish population dynamics.

Senior Fisheries Research Biologist

Minnesota Department of Natural Resources, Brainerd, 1998-2000.

Responsible for planning management-oriented research, lead seasonal employees in conducting research, evaluating new technology, and to provide biological expertise to fisheries professionals and the public. Skills include: analytical, communication, GIS/GPS, public relations, organizational relations, computer software design, and budgeting.

Fisheries Research Biologist

Minnesota Department of Natural Resources, Brainerd, 1992-1997.

Responsible for planning management-oriented research, lead seasonal employees in conducting research, evaluating new technology, and to provide biological expertise to fisheries professionals and the public.

Regional Fisheries Project Coordinator

Minnesota Department of Natural Resources, New Ulm, 1992.

Responsible for coordinating budgets, work assignments, and reporting for a regional fisheries operation.

Assistant Area Fisheries Manager and Large Lake Specialist

Minnesota Department of Natural Resources, International Falls, 1987-1992.

Monitor fish populations in large lakes, assist in the management of employees, work assignments, lake and stream management plans, and work unit budgets. Responsible for leading full-time and seasonal employees, conducting biological surveys, and disseminating information.

Aquatic Biologist

Minnesota Department of Natural Resources, St. Paul, 1986-1987.

Responsible for the enforcement of aquatic plant management and pesticide use regulations.

Environmental Specialist

Wisconsin Department of Natural Resources, Rhinelander, 1985-1986.

Responsible for water analysis, reports, and lake surveys.

Lecturer

University of Wisconsin-Stevens Point, College of Natural Resources, 1983-1984.

Responsible for the training of college students in limnological techniques.

Department Activities and Committees:

- Interagency (MDH/MPCA/DNR) Fish Contaminants Monitoring Team, 2018-continuing.
- Northern Waters Land Trust, technical committee, 2022-continuing.
- Minnesota Natural Shoreline Partnership, 2022-continuing.
- EWR Climate Adaptation Team, chair, 2017-2018.
- MPCA/DNR Lake Protection Working Group, 2016-2018.
- MPCA/DNR Lake Biotic Impairment Technical Committee 2014-2017.
- Permit Transformation Task Force, 2010-2011. [made recommendations on aquatic permitting programs for the MN DNR]
- Ecological Services and Waters Transformation Team, 2009-2011. [restructuring the MN DNR]
- Minnesota DNR Statewide Shoreland Rules Update Project Team, M.R. 6120, 2008-2010.
- Environmental Review Program Rules Technical Team and Expert Witness on Shoreland Provisions, MN EQB, M.R. 4410, 2009. [rules implemented to provide a process of reviewing development projects in the shorelands]
- Statewide Advisory Committee for revision of M.R. 6115, DNR, 2008-2009.

- Aquatic Plant Management Expert Witness for Revised Rules, DNR, M.R. 6280, 2008. [rules modified]
- Minnesota's Alternative Shoreland Management Standards, DNR, 2005-2007. [counties & cities across the state adopted these standards]
- Fisheries Walleye Regulation Committee, DNR, 2002-2004.
- 1837 Treaty Fisheries Technical Committee, 1997-2004.
- Fisheries Bag Limit Committee, DNR, 1999-2002. [changed statewide fish possession limits]
- Yellow Perch Bag Limit Regulation Team, DNR, 1999-2000.
- Lake Winnibigoshish Yellow Perch Fishery Technical Team, DNR, 1997-2001.
- Fisheries Large Lake Committee, DNR, 1992-2004.
- State of Minnesota Fisheries Expert Witness for the 1837 Treaty Litigation, 1995-1997.
- Fisheries Lake Survey Committee, DNR, 1994-1996, 1999-2001.
- Rainy Lake & Namakan Reservoir Water Level International Steering Committee, co-chair with Bill Darby, Ontario Ministry of Natural Resources, 1991-2000. [international conflict resolution and consensus building effort that lead a team to convince the IJC to change water level management on these border waters]
- Minnesota DNR Fisheries Training Committee, 1990-1992.
- Minnesota-Ontario Joint Fisheries Technical Committee, 1987-1991.

Non-Agency Activities:

- Lead in Sport Fishing Tackle, Minnesota Chapter of the American Fisheries Society, Position Statement, 2021.
- American Fisheries Society North American Journal of Fisheries Management Best Paper Award Subcommittee, 2011-2018, chair in 2017-2018.
- American Fisheries Society, Resource Policy Committee, 2010-2012.
- Lead in Sport Fishing Tackle, American Fisheries Society, Policy Statement, 2009-2012.
- Lead in Ammunition and Fishing Tackle, The Wildlife Society, Position Statement, 2008-2009.
- Associate Editor, Transactions of the American Fisheries Society, 2003-2012.
- Newsletter Editor, North Central Division, American Fisheries Society, 2002-2004 (Mainstream).
- American Fisheries Society Board of Professional Certification, Experience Committee Member, 1999-2001.
- President, Minnesota Chapter of the American Fisheries Society, 1998-1999; *elected position*.
- Newsletter Editor, Minnesota Chapter of the American Fisheries Society, 1996-2000 (Ryba).
- Board of Directors, Gull Area Lakes Association (Brainerd, MN), 1994-1999.

Peer-Reviewed Publications and Significant Reports (chronological order):

1. Cohen, Y., P. Radomski, and R. Moen. 1993. Assessing the interdependence of assemblages from Rainy Lake fisheries data. *Canadian Journal of Fisheries and Aquatic Sciences* 50:402-409.
2. Cohen, Y., and P. Radomski. 1993. Water level regulations and fisheries in Rainy Lake and the Namakan Reservoir. *Canadian Journal of Fisheries and Aquatic Sciences* 50:1934-1945.

3. Kallemeyn, L., Y. Cohen, and P. Radomski. 1993. Rehabilitating the aquatic ecosystem of Rainy Lake and Namakan Reservoir by restoration of a more natural hydrologic regime. *Biological Report* 19:432-448.
4. Rainy Lake and Namakan Reservoir Water Level International Steering Committee. 1993. Final Report and Recommendations.
5. Pereria, D. L., C. S. Anderson, P. Radomski, T. Sak, and A. Stevens. 1995. Potential to index climate with growth and recruitment of temperate fishes. *Canadian Special Publication of Fisheries and Aquatic Sciences* 121:709-717.
6. Radomski, P. J., and T. J. Goeman. 1995. The homogenizing of Minnesota lake fish assemblages. *Fisheries* 20(7):20-23.
7. Radomski, P. J., and T. J. Goeman. 1996. Decision-making and modeling in freshwater sport fisheries management. *Fisheries* 21(12):14-21.
8. Radomski, P. J. 1999. Commercial fishing and property rights. *Fisheries* 24(6):22-29.
9. Radomski, P., and T. J. Goeman. 2001. Consequences of human lakeshore development on emergent and floating-leaf vegetation. *North American Journal of Fisheries Management* 21(1):46-61.
10. Radomski, P. J., G. C. Grant, P. C. Jacobson, and M. F. Cook. 2001. Visions for recreational fishing regulations. *Fisheries* 26(5):7-18.
11. Cook, M. F., T. J. Goeman, P. J. Radomski, J. A. Younk, and P. C. Jacobson. 2001. Creel limits in Minnesota: a proposal for change. *Fisheries* 26(5):19-26.
12. Radomski, P. 2003. Initial attempts to actively manage recreational fishery harvest in Minnesota. *North American Journal of Fisheries Management* 23:1329-1342.
13. Grant, G. C., P. Radomski, and C. S. Anderson. 2004. Using underwater video to directly estimate gear selectivity: the retention probability for walleye (*Sander vitreus*) in gill nets. *Canadian Journal of Fisheries and Aquatic Sciences* 61:168-174.
14. Page, K. S., G. C. Grant, P. Radomski, T. S. Jones, and R. E. Bruesewitz. 2004. Fish total length measurement error from recreational anglers: causes and consequences for the Mille Lacs walleye fishery. *North American Journal of Fisheries Management* 24:939-951.
15. Radomski, P., J. R. Bence, and T. J. Quinn II. 2005. Comparison of a virtual population analysis and a statistical kill-at-age analysis for a recreational kill-dominated fishery. *Canadian Journal of Fisheries and Aquatic Sciences* 62:436-452.
16. Radomski, P., T. Heinrich, T. Jones, P. Rivers, and P. Talmage. 2006. Estimates of tackle loss for five Minnesota walleye fisheries. *North American Journal of Fisheries Management* 26:206-212.
17. Page, K. S., and P. Radomski. 2006. Compliance with sport fishery regulations in Minnesota as related to regulation awareness. *Fisheries* 31(4):166-178.
18. Radomski, P. 2006. Historical changes in abundance of floating-leaf and emergent vegetation in Minnesota lakes. *North American Journal of Fisheries Management* 26:932-940.
19. Radomski, P., C. S. Anderson, and K. S. Page. 2009. Evaluation of largemouth bass length limits and catch-and-release regulations, with emphasis on the incorporation of biologists' perceptions of largemouth bass length frequency distributions. *North American Journal of Fisheries Management* 29:614-625.
20. Bigford, T. E., C. Caldwell, and P. J. Radomski. 2010. AFS seeks comment on two new resource policies. *Fisheries* 35(6):294-295.
21. Radomski, P., L. A. Bergquist, M. Duval, and A. Williquett. 2010. Potential impacts of docks on littoral habitats in Minnesota lakes. *Fisheries* 35(10):489-495.

22. Radomski, P., K. Woizeschke, K. Carlson, and D. Perleberg. 2011. Reproducibility of emergent plant mapping on lakes. *North American Journal of Fisheries Management* 31:144-150.
23. Trushenski, J., T. E. Bigford, and P. J. Radomski. 2012. AFS seeks comment on lead in sport fishing tackle policy. *Fisheries* 37(1):38.
24. Radomski, P., and D. Perleberg. 2012. Application of a versatile aquatic macrophyte integrity index for Minnesota lakes. *Ecological Indicators* 20:252-268.
25. Trushenski, J., and P. Radomski. 2013. American Fisheries Society adopts new policy, encourages efforts to understand and limit effects of lead in sport fishing tackle on fish and wildlife. *Fisheries* 38(1):38.
26. Radomski, P. J., K. Carlson, and K. Woizeschke. 2014. Common loon (*Gavia immer*) nesting habitat models for north-central Minnesota lakes. *Waterbirds* 37(sp1):102-117.
27. Radomski, P., and B. V. Holbrook. 2015. A comparison of two hydroacoustic methods for estimating submerged macrophyte distribution and abundance: a cautionary note. *Journal of Aquatic Plant Management* 53:151-159.
28. Radomski, P., and K. Carlson. 2018. Prioritizing lakes for conservation in lake-rich areas. *Lake and Reservoir Management* 34(4):401-416. [In 2019, awarded the North American Lake Management Society's Best Paper Award]
29. Radomski, P., and D. Perleberg. 2019. Avoiding the invasive trap: policies for aquatic non-indigenous plant management. *Environmental Values* 28(2):211-232.
30. Radomski, P., K. Carlson, and D. Perleberg. 2019. Advancing aquatic vegetation management for fish in north temperate lakes. *Lake and Reservoir Management* 35(4):355-363.
31. Radomski, P., C. S. Anderson, R. E. Bruesewitz, A. J. Carlson, and B. D. Borkholder. 2020. An assessment model for a standard gill net incorporating direct and indirect selectivity applied to walleye. *North American Journal of Fisheries Management* 40:105-124.
32. O'Shea, K., J. LaRoe, A. Vorster, N. Young, P. Evangelista, T. Mayer, D. Carver, E. Simonson, V. Martin, P. Radomski, J. Knopik, A. Kern, and C. K. Khoury. 2020. Improved remote sensing methods to detect northern wild rice (*Zizania palustris* L.). *Remote Sensing* 12:3023
33. Perleberg, D. J., and P. J. Radomski. 2021. A century of change in Minnesota's lake plant communities. *Aquatic Botany* 173:103401.
34. Radomski, P., and K. Carlson. 2022. A comparison of methods for prioritizing lakes in Minnesota. Pages 155-186 in J. G. Lyon and L. Lyon, editors. *Geospatial Information Handbook for Water Resources and Watershed Management, Volume III*. CRC Press, Boca Raton, Florida.
35. Minnesota Natural Shoreline Partnership. 2023. Minnesota's vanishing natural shorelines: a loss that contributes to degraded lake quality.
36. Krantz, K., and P. J. Radomski. 2024. Feasibility of carbon storage incentive programs for existing conservation easement programs in north central Minnesota. Northern Waters Land Trust.
- 37.