

Paul M. Lukacs

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Education

Ph.D. 2005. Fishery and Wildlife Biology, Colorado State University, Fort Collins, CO.
Dissertation: *Statistical aspects of using genetic markers to identify individuals in capture-recapture studies.*

M.S. 2001. Fishery and Wildlife Biology, Colorado State University, Fort Collins, CO.
Thesis: *Estimating density of animal populations using trapping webs: evaluation of web design and data analysis.*

B.S. 1999. Wildlife Biology with High Honors, University of Montana, Missoula, MT

Professional Experience

Associate Vice President for Research and Creative Scholarship

Associate Dean of the Graduate School

2025-present

Office of Research and Creative Scholarship

University of Montana

Missoula, MT 59812

Report directly to the Vice President for Research and Creative Scholarship. Learn the VPR role and responsibilities as part of the University's succession planning for the VPR. Lead the Graduate School.

- Assist with operations in the Office of Research and Creative Scholarship
- Foster policies and actions to support UM's continued R1 designation
- Collaborate on development of short- and long-term planning
- Facilitate improved operation in the Office of Sponsored Programs
- Assist with university federal relations
- Serve as Associate Dean of the Graduate School.
- Facilitate operations and policy for >50 masters, PhD, EdD, and professional graduate programs enrolling >2,600 students
- Manage the Graduate School budget
- Manage supportive services for graduate students (student/advisor conflict, misconduct, health and wellness)
- Represent the Graduate School in graduate student union collective bargaining negotiations
- Interface with Provost on academic affairs issues

Faculty Research Fellow

2024-2025

Office of Research and Creative Scholarship
University of Montana
Missoula, MT 59812

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- Serve as Associate Dean of the Graduate School.
- Facilitate operations and policy for >50 masters, PhD, EdD, and professional graduate programs enrolling >2,600 students
- Supervise Graduate School staff
- Manage the Graduate School budget
- Manage supportive services for graduate students (student/advisor conflict, misconduct, health and wellness)
- Represent the Graduate School in graduate student union collective bargaining negotiations
- Interface with Provost on academic affairs issues

Senior Associate Dean of Research and Graduate Studies

2021-2025

W.A. Franke College of Forestry and Conservation
University of Montana
Missoula, MT 59812

Lead research enterprise and graduate education for a nationally renowned natural resource focused college including programs in forestry, wildlife biology, ecology, geography, social science, and recreation management.

- Oversee 3 PhD and 6 MS graduate programs serving ~130 graduate students including curricula, teaching assistantships, and research assistantships
- Facilitate research enterprise for ~45 faculty and numerous research professionals with >\$12M in annual research expenditures
- Lead the McIntire-Stennis capacity grant program
- Supervise IT department
- Manage physical space for the college across 6 university buildings including offices, classrooms, laboratories, and core technical facilities
- Oversight and signatory authority for UM Foundation endowment budgets

- Interface with the Office of Research and Creative Scholarship, Sponsored Programs, and Graduate School
- Engage in college development activities including support for a new building, endowed faculty lines, and student support
- Pursue grants for graduate student support
- Interface with the college accounting office on grant management, cost match, and indirect cost recovery
- Interface with state, federal, NGO, and industry partners

Chair, Department of Ecosystem and Conservation Sciences 2020-2021

W.A. Franke College of Forestry and Conservation
University of Montana
Missoula, MT 59812

Manage activities of a research-intensive academic department

- Supervise 16 tenure track faculty
- Engage with multiple undergraduate and graduate degree programs
- Manage instructional staffing including faculty, adjuncts, and teaching assistants
- Conduct faculty evaluations
- Interface with Dean and Associate Dean on departmental issues
- Mentor faculty in career and professional development
- Led department during the Covid-19 pandemic disruption

Professor 2020-present

Associate Professor 2014-2020

Assistant Professor 2011-2014

Wildlife Biology Program
Department of Ecosystem and Conservation Sciences
W.A. Franke College of Forestry and Conservation
University of Montana
Missoula, MT 59812

Engage in research, teaching, and service for the university

- Merit Awards earned in 2015, 2016, 2018
- Maintain an extramurally funded research program in quantitative wildlife ecology
- Publish results in peer-reviewed journals
- Mentor graduate students at MS and PhD level: 5 PhD and 7 MS completed
- Mentor post-doctoral researchers
- Serve on departmental and university graduate student committees
- Supervise undergraduate research and internships
- Teach undergraduate and graduate courses in areas of expertise and to meet curricular needs. Courses Taught:
 - WILD 240 – Introduction to Biostatistics, Honors, 3 credits
 - WILD 470 – Conservation of Wildlife Populations, 4 credits

- WILD 540 – Research Design, 3 credits
- WILD 541 – Research Design Lab: Introduction to R, 1 credit
- WILD 542 – Statistical Applications in Wildlife, 1-2 credits
- WILD 571 – Estimation of Demographic Parameters, 4 credits
- Provide service to the University
 - Institutional Animal Care and Use Committee 2022-2024
 - FCFC Grad Affairs Committee – Chair 2021-2025
 - Montana Forest Conservation Experiment Station Associate Director Search – Chair 2021
 - FCFC Recruitment Committee – Chair 2020-2021
 - Faculty Senator 2014-2017
 - Executive Committee of Senate 2016-2017
 - Provost Search Committee Member 2016
 - Faculty Development Office Committee Member 2016-2018
 - Wildlife Biology Director Search – Co-chair 2014
 - Population Ecologist Search – Chair 2013
 - WBIO Program Grad Evaluation Committee – Chair 2015-2017
 - Wildlife Biology Program Website committee 2011-2015
 - FCFC Communications Committee 2013-2017
 - Faculty advisor for the Student Chapter of TWS 2013-2021
 - College of Forestry and Conservation Space Committee 2017-2018
 - Wildlife Biology Undergraduate Committee – Chair 2018-2020
 - Wildlife Biology Undergraduate Committee 2020-2021
 - College of Forestry Undergraduate Affairs Committee 2018-2021

Co-founder/Owner 2016-present
 SpeedGoat Wildlife Solutions, LLC
 Missoula, MT 59802

Development and deployment of state-of-the-art business intelligence, statistical, data and workflow management software for wildlife management agencies and landowners. Statistical consulting, training, and expert witness services. Our company was founded as a start-up with the assistance of UM Office of Technology Transfer and Blackstone LaunchPad.

Biometrician 2005 – 2011
 Colorado Division of Parks and Wildlife
 Fort Collins, CO 80526

Provide statistical analyses and expertise to Colorado Division of Parks and Wildlife researchers and biologists.

- Develop statistical analyses and designs for the CPW ungulate management program
- Interpret the results of statistical analyses
- Develop new, rigorous statistical methods for the design and analysis of telephone and Internet hunter harvest surveys
- Perform statistical analyses in computer programs such as, R, SAS, MARK and Distance

- Provide computer programming for new statistical software to analyze data from wildlife studies in R, C++ and Visual Basic
- Extract and manipulate data in databases such as SQL Server and Access
- Prepare manuscripts for publication in internal reports and peer-reviewed scientific literature
- Present results at scientific conferences
- Interact with personnel from State, Federal, University and private organizations to develop statistical theory and promote its application in wildlife research and monitoring
- Provide statistical reviews of CPW research proposals and publications as well as documents from external scientists

Statistician

2004 – 2005

USGS Patuxent Wildlife Research Center,
National Park Service, & IAP World Services.
Fort Collins, CO 80525

Provide statistical assistance and advice for the design and analysis of long-term animal and plant monitoring studies in National Parks throughout the country.

- Develop new, rigorous methods for long-term monitoring and short-term learning
- Teach statistical methods and sampling design to NPS personnel
- Conduct statistical analyses
- Prepare manuscripts for publication

Graduate Research Assistant

1999-2005

Colorado Cooperative Fish & Wildlife Research Unit
Fort Collins, CO 80523

Graduate student research focused on the development of statistical methods for the use of non-invasive genetic sampling to estimate demographic parameters such as abundance and survival. Research involved both theoretical statistical development and application of the theory to empirical data. Developed statistical theory in general form and applied it to lynx in Colorado. Earlier research focused on the design of trapping webs, a passive distance sampling method applicable to small mammal, herp and insect sampling.

Research Productivity

Publications: 104 peer-reviewed journal articles, 8 book chapters

Citations: 6,021, **h-index:** 39 (Google Scholar 08/24/2025)

Grant Funding: >\$11,000,000

ORCID: 0000-0002-3584-8314

Google Scholar: <https://scholar.google.com/citations?user=FPR5rjMAAAAJ&hl=en>

Processional Service

Affiliate Faculty, Texas A&M University

Affiliate Faculty, Oklahoma State University

Affiliate Faculty, South Dakota State University

Affiliate Faculty, University of Idaho

Associate Editor – Journal of Applied Ecology

2007-2014

Associate Editor – Journal of Wildlife Management

2004-2005

Journal, proposal, and scholarship reviews for numerous entities

National Hunting, Fishing and Wildlife Associated Recreation Survey working group

member for the Association of Fish and Wildlife Agencies

2009-2011