

THE WILDLIFER

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Publication of Record

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ELECTION RESULTS

On 16 December 1988, J. Bradley Bortner and Douglas B. Inkley, members of the Ballot Validation Committee of The Wildlife Society, and Lynn B. Starnes, Chairman of the Committee, met in the Society's office to verify and count the ballots for the 1988 elections.

Congratulations to the winners -- **Richard J. Mackie**, President-Elect; **W. Alan Wentz**, Vice President; **Donald H. Rusch**, North Central Section Representative; **Robert G. Anthony**, Northwest Section Representative; and **John G. Kie**, Western Section Representative. Installation will take place during the Business Meeting of The Wildlife Society at the Omni Shoreham Hotel in Washington, D.C., on 20 March 1989.

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THE WILDLIFE SOCIETY'S ANNUAL MEETING

17-21 March 1989, The Omni Shoreham Hotel
Washington, D.C.

* Friday, 17 March	9:00 a.m.	Council Meeting	* * *
* Saturday, 18 March	8:00 a.m.	Council Meeting	* * *
* Monday, 20 March	7:00 a.m.	TWS Breakfast -- Chapter & Section Officers, Advisors, CRB, Council	* * *
	6:00 p.m.	TWS Reception (Cash Bar)	* * *
	6:30 p.m.	Awards Banquet	* * *
	8:00 p.m.	Business Meeting	* * *
* Tuesday, 21 March	7:00 a.m.	Student Welcome & Informal Exchange	* * *
	7:00 p.m.	Presentation of Aldo Leopold Award at 54th North American Wildlife & Natural Resources Conference Banquet	* * *
	9:30 p.m.	Reception for Leopold Award Recipient	* * *

TWS/AFS JOBSOURCE EMPLOYMENT CENTER

* Sunday, 19 March	9:00 a.m. - 5:00 p.m.	* * *
* Monday, 20 March	8:00 a.m. - 5:00 p.m.	* * *
* Tuesday, 21 March	8:00 a.m. - 5:00 p.m.	* * *
* Wednesday, 22 March	8:00 a.m. - 12:00 p.m.	* * *

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JOBSOURCE AT NORTH AMERICAN

The Wildlife Society and the American Fisheries Society will operate the JOBSource Employment Center at the North American Wildlife and Natural Resources Conference, 19-22 March 1989.

Fish and Wildlife JOBSource is the innovative computer program and database that quickly sorts through and locates fish, wildlife, and related natural resource positions that match each individual's interests and qualifications. Several computers will be available at the Conference for attendees (jobseekers, employers, members, etc.) to watch JOBSource in action and conduct personal searches.

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HIGHLIGHTS OF THE SPECIAL COUNCIL MEETING

The Wildlife Society Special Council meeting (quorum present) was called to order at 0836 hours, 21 October 1988, by President James G. Teer at the Southwestern Research Station of the American Museum of Natural History, Portal, Arizona. Present for the meeting were: Past President Lytle H. Blankenship, Vice-President Oliver Torgerson, Section Representatives William M. Healy (1), James E. Miller (2), Erik K. Fritzell (3), Clait E. Braun (4), Nova J. Silvy (5), and Lewis Nelson, Jr. (6). Donald J. Armentrout (7) was not present on 21 October, but attended the meeting on 22 October. Executive Director Harry E. Hodgdon and Field Director Thomas M. Franklin also were present.

Visitors during portions of the meeting included Hewlette S. Crawford, Jr., E. Leon Fisher, Terry W. Little, Norman S. Smith, Sheridan Stone, and Bill H. Tomlinson, Jr.

INTERIM ACTIONS

Council approved the following interim actions to be included in the meeting record: edited and approved Official and **The Wildlifer** minutes of the 18-19 March 1988 Annual Council Meeting, 21 March 1988 Annual Business Meeting, and 21 March 1988 Special Council Meeting; approved a \$1.00 increase in the basic dues level to \$20.00 for Regular members, a \$1.00 increase in member costs for the **Bulletin** for 1989, and no change in member periodical cost for the **Journal** in 1989; approved reducing the terms of office for the president and vice-president to 1 year subject to membership approval of a bylaws change; approved retired member status for Robert L. Salter and Arnold F. Schulz; and approved bylaws revisions for Oregon State University, Southwest Texas State University, University of Alaska, and University of Idaho student chapters.

FINANCES

Executive Director Hodgdon reviewed the status of income and expenses to date for 1988. As of 31 August 1988, the Permanent Fund contained \$213,514.00, the Revolving Fund for Publications contained \$125,571.23, and the Building Fund contained \$290,629.39.

The Symposium and Conferences Committee received no request for financial support.

Council adopted the 1989 budget with \$836,700 in estimated income and \$851,130 in estimated expenses with the understanding that the budget will be reviewed at the March meeting.

OPERATIONS

Sections and Chapters

Council reviewed a proposal from the Central Mountains and Plains Section for coordination procedures between chapters when addressing resource issues. The Section has not yet approved the procedures.

The National Wildlife Federation has developed a training program to enhance the skills and abilities of volunteer leaders. Such training could help improve the effectiveness of elected

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HIGHLIGHTS OF THE SPECIAL COUNCIL MEETING, 21-22 OCTOBER 1988 . . . *Continued from Front Page*

leaders at all levels of the Society. The Society has been asked to participate and Council agreed that information on the Institute for Conservation Leadership should be distributed to sections and chapters to determine if there is interest in the program.

The Mexico Chapter has requested that they be designated as an official Affiliate of The Wildlife Society. Council agreed not to approve Affiliate status to the Mexico Chapter at this time and to ask the International Affairs Committee to investigate other ways of incorporating international groups into The Wildlife Society.

The status of the Costa Rica Chapter was described by Representative Nelson. Strong and sustained leadership is needed to make the Chapter effective. There is a need for Society publications in Latin American libraries and workshops on wildlife management would be very helpful to Latin American biologists.

Membership

The number of Society regular members increased by 3.2% from September 1987 to September 1988 and there was an 8.4% increase in student members. Subscribers decreased by 0.7%. The number of new regular members and new student members increased by 31.1% and 14.7%, respectively.

The 1988 Membership Committee report was accepted and possible new incentives to promote membership were discussed. Staff was requested to investigate recognition pins for individuals who have held consecutive years of membership in The Wildlife Society for 10-year intervals. The Membership Committee was asked to explore awards to chapters who recruit the highest percentage of chapter members to become members of The Wildlife Society. Council also agreed to investigate the possibility of reestablishing life memberships in The Wildlife Society. Any life membership program must be cost effective and supported by the Trustees.

The current Membership Committee has developed a membership recruitment plan. Council requested the Membership Committee to select a sample of 4 or 5 states and/or agencies to which a membership recruitment test mailing could be sent.

Student Affairs

The chairman of the Student Affairs Committee submitted an interim report on committee activities that was discussed by Council. It was suggested that the Society develop an audio-visual presentation on the entire Wildlife Society. Funds may be provided for a comprehensive audio-visual program at a later date. With regard to student conclaves, Council agreed that the Student Affairs Committee should review existing guidelines and recommend modifications with the goal of developing a standard guideline for conclaves and require conclaves to comply with final guidelines before any funding support is provided by The Wildlife Society. Section Representatives agreed to attempt to obtain partial funding from the Sections to allow Student Affairs Committee members to attend the Annual Meeting and participate in the "student gathering." This would help facilitate students coordinating this meeting in the future.

CERTIFICATION

As of 30 September 1988, the total number of complete certification applications was 3,608: 1,934 have been approved for Certified Wildlife Biologist, 1,482 have been approved for Associate Wildlife Biologist, 136 are pending action by the Certification Review Board (CRB), and 56 have been denied. Financially, the Certification program is operating in the black.

Reginald Barrett has resigned from the CRB for personal reasons. Michael T. Hanson was appointed to complete the remainder of Barrett's term that will expire in April 1990.

Council reappointed Leon Fisher for a second 3-year term on the Certification Review Board.

Three candidates for Certification who had their applications denied by the CRB submitted written appeals to the Board of Inquiry of The Wildlife Society. The Board of Inquiry investigated the applications and decisions, reviewed its findings with the

CRB, presented its recommendations to Council, and Council made a final decision on each appeal.

Council discussed whether or not fisheries experience should be credited towards Certified Wildlife Biologist. Council agreed to add fisheries experience to the list of positions that are peripheral to wildlife and do not qualify for practicing professional wildlife biologist experience.

Council agreed that appeals of Certification Review Board decisions must be based on the candidates application previously submitted and not include new information at the time of appeal. If new or additional information is submitted after rejection, a new application must be filed with the Certification Review Board. Council also agreed that appeals will be allowed within 1 year of denial.

Council agreed that applicants for Certified Wildlife Biologist must obtain the 5 years of professional wildlife experience within the 10 years prior to the time of application.

All 4 of the above clarifications to the Certification program will become effective for new applicants beginning 1 January 1989.

PUBLICATIONS

The Publications Committee made several recommendations in its report. Council agreed to adopt a planning growth objective of establishing a managing editor position for The Wildlife Society in the future.

The Publications Committee also suggested ways of improving the format and delivery of Society white papers to enhance usage by intended readers. Council agreed to appoint an editor to work with the ad hoc technical committees when preparing white papers to facilitate the publication process.

The Publications Committee provided a slate of potential Editors for **The Journal of Wildlife Management** and the **Wildlife Society Bulletin**. Council approved Richard A. Lancia to become the next Editor in Chief of **The Journal of Wildlife Management** and Nicholas R. Holler to become the next Editor of the **Wildlife Society Bulletin**.

The report of the Publications Identification Committee was discussed. Council requested the Publications Identifications Committee to pursue the topics of nongame and urban wildlife management, identify potential authors, potential budget, and whether 1 or 2 books should be prepared.

CONSERVATION AFFAIRS

The Conservation Affairs Committee and staff focused actively on the high priority issues identified by Council in March 1988, including federal budgets, 1985 Farm Act implementation, Endangered Species Act reauthorization, Old-Growth Forest Wildlife Management, Arctic National Wildlife Refuge oil development, and the Aldo Leopold "Land Ethic" resolution.

The federal natural resource agencies budgets will remain essentially at the fiscal year 1988 level with some important increases recommended by the Society. Congress restored many of President Reagan's proposed budget cuts.

Staff continued working with the coalition of national conservation organizations to help assure that the key conservation provisions of the 1985 Farm Act are implemented with strong and effective regulations.

The Endangered Species Act was finally passed by Congress and signed by the President.

The Society continued to work with the Alaska Chapter in support of the **Tongass Timber Reform Act** that would remove the multi-million dollar required subsidy for old-growth timber harvesting in that forest. Testimony was submitted to the House Subcommittee on Forests, Family Farms, and Energy. The bill passed the House, but a companion bill did not pass in the Senate.

The Interior Department has proposed oil and gas leasing development in the coastal plain of the Arctic National Wildlife

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HIGHLIGHTS OF THE SPECIAL COUNCIL MEETING, 21-22 OCTOBER 1988 . . . *Continued from Page 2*

Refuge (ANWR). The Society supported, in concept, HR 3601, introduced by Congressman Walter B. Jones (North Carolina), that would protect wildlife resources on the refuge, while allowing some oil exploration. After HR 3601 was weakened in a subsequent draft, the Society submitted comments to the House Subcommittee on Water and Power Resources describing Society concerns with the revised bill.

The Aldo Leopold "Land Ethic" resolution developed by the Society passed Congress and was signed by President Reagan on 11 August 1988. Chapters, sections, individual members, and staff actively supported this resolution by asking members of Congress to cosponsor the legislation and requesting the President to sign it.

Additional conservation affairs actions taken by the Society included support of reauthorization of the Fish and Wildlife Conservation Act, which was passed and signed by the President; reauthorization of the Sikes Act, which was passed and signed by the President; support for the National Biological Diversity Conservation and Environmental Research Act, the American Heritage Trust Act, Sport Fishing and Hunting Opportunities Improvement Act, and funding for the Stillwater National Wildlife Refuge in Nevada.

The Society also transmitted the position statement on old-growth forest wildlife management and conservation to the chief of the U.S. Forest Service, and the director of the Bureau of Land Management; commented on proposed migratory bird hunting regulations, the American woodcock management administrative plan, Bureau of Land Management mining claim fees, legislative proposals to develop an observatory on Mt. Graham in Arizona, Winding Stair Recreation and Wildlands Act, candidates to serve on the Whooping Crane Trust in Nebraska, U.S. Forest Service environmental impact statement for a gypsy moth demonstration project in the Appalachian mountains, urged the U.S. Fish and Wildlife Service to prepare an environmental impact statement on gray wolf reintroduction into the Yellowstone ecosystem, supported the designation of Cheyenne Bottoms Wildlife Area in Kansas as a wetland of international importance, and commented through a subcommittee of expert Society members on the Forest Service proposed spotted owl guidelines for Oregon and Washington.

During the March 1988 Annual Meeting, Council considered the biological status of the northern spotted owl. The Northwest and Western Sections and the Oregon and Washington Chapters were contacted for guidance. The Northwest Section and Oregon and Washington Chapters recommended listing the northern spotted owl as an endangered species, from and including the Olympic peninsula of Washington, south through the Coast Ranges to and including BLM lands in the vicinity of Coos Bay, Oregon, and as a threatened species elsewhere in its range. The Oregon Chapter also suggested the Society prepare a white paper on the issue. The Western Section recommended the Society should provide a strong statement of concern for the spotted owl, push to get the plans for the spotted owl on the ground and working, and appoint an ad hoc committee to monitor effectiveness, research, inventory, monitoring, and management. Council agreed not to recommend endangered status for the northern spotted owl but that the Society will prepare a strong statement of concern for the northern spotted owl and encourage agencies to implement plans that will ensure the long term survival, distribution, and abundance of spotted owl.

WHITE PAPERS AND POSITION STATEMENTS

The Trapping Technical Advisory Ad Hoc Committee submitted a revised draft of a review paper on Traps, Trapping, and Furbearer Management. Council accepted the Trapping Technical Advisory Ad Hoc Committee on Trapping report and requested the Committee to incorporate into the report a brief section on trapping and research. The President will select an editor to help finalize the report.

The Trapping Technical Advisory Ad Hoc Committee also prepared a draft position statement on Traps, Trapping, and Furbearer Management. Council will request the Position Statements Committee to review and present a recommendation on the trap-

ping position statement at the March 1989 Annual Meeting.

Acceptable research practices for handling wild animals were discussed. The President will appoint an ad hoc committee to develop guidelines for acceptable uses of animals in wildlife research.

GENERAL

Terms of office for Society officers and Council were discussed. Council proposed a bylaws change to allow for a one-year term of office for President, in which the person would be elected to serve 1 year as Vice President, 1 year as President-Elect, 1 year as President, and 1 year as Past President. If approved by the membership, the change would be phased in beginning in March 1991.

Council agreed to no change in the term of office for Section Representatives.

Representative Fritzell described a proposal for funding travel grants for continuing education for non-U.S. wildlife biologists. Council agreed that the idea has merit and should be investigated, especially to benefit younger professionals.

OPEN DISCUSSION

Following the formal meeting, Council met in an open discussion format to address several issues.

The possibility of The Wildlife Society sponsoring a separate annual meeting was discussed. President Teer will appoint an ad hoc committee to investigate the desirability of The Wildlife Society sponsoring an annual technical meeting in addition to the North American Wildlife and Natural Resources Conference.

Council discussed the need to review charges, members, and types of committees in an effort to improve the efficiency and effectiveness of their activities.

The need for a coalition of conservation organizations to address international affairs was discussed. President Teer suggested that participation in such a coalition would enhance the Society's role in international affairs.

FUTURE MEETINGS

Council agreed that the Annual Council Meeting would be held 17-18 March 1989 at the Omni Shoreham Hotel in Washington, D.C. Meeting sites for the Autumn 1989 Special Council Meeting were discussed. Representative Miller will investigate the possibility of meeting at the 4-H facility near Little Rock, Arkansas, in early October 1989.

The meeting was adjourned by President Teer at 1545 hours on 22 October 1988.



JOBSource AT NORTH AMERICAN . . . *Cont. from Front Page*

Currently the database contains nearly 300 fish, wildlife, and natural resources positions -- full time, seasonal, graduate assistantships, internships, etc.

If you have position openings or know of job vacancies, please send announcements directly to JOBSource (418 Howes Street, Suite D, Fort Collins, CO 80521) by **15 March 1989** to ensure they appear on the database. Logistics likely will prevent the database from being updated during the Conference.

All conference attendees are invited and encouraged to stop by the JOBSource Employment Center.

CERTIFICATION UPDATE

More than 300 individuals applied for certification during 1988, including nearly 200 just prior to the 31 December 1988 deadline for meeting the 1983-88 certification requirements. Those individuals among this surge of recent applicants--especially those submitting incomplete application materials--will experience a reasonable delay in processing. The Certification Review Board and Society Certification Coordinator Carol Jo Black will attempt to process the applications within 6 months, but it likely will take longer. Your interest in the certification program, assistance in the necessary completion of applications, and patience during this processing period are appreciated.

Beginning 1 January 1989, new education requirements for certification went into effect (see *The Wildlifer*, March-April 1988, No. 227:17). In addition, The Wildlife Society Council and the Certification Review Board agreed to implement four (4) clarifying modifications to the program, effective for applicants applying after 1 January 1989. These modifications are:

- 1) Clarified that the 5 years of professional wildlife experience for Certified Wildlife Biologists must be obtained within the 10-year period prior to applying for certification (to make the experience time period consistent with the limitation placed on Associate Wildlife Biologists who must gain their professional experience within a 10-year period after certification).
- 2) Clarified that experience gained as a fisheries biologist is not creditable for certification (the American Fisheries Society has a certification program for fisheries professionals).
- 3) Placed a 1-year time limit on individuals to appeal certification denial.
- 4) Clarified that review of an appeal by the Board of Inquiry is limited to an applicant's education and experience information previously supplied to the Certification Review Board. Appeals that include submission of new information or additional documentation will not be accepted. Such applicants must file a new application for certification. Therefore, it is incumbent on applicants to fully and completely document their education and experience in their original application.

The certification program booklet and application form describing education, experience, and ethics requirements for Associate Wildlife Biologist and Certified Wildlife Biologist, effective 1 January 1989, are available from *The Wildlife Society*, 5410 Grosvenor Lane, Bethesda, MD 20814.

ATTENTION SYMPOSIUM AND CONFERENCE ORGANIZERS

The Wildlife Society has provided monetary support to help cover the expenses of 14 worthy symposia or conferences over the last 4 years. A committee reviews all requests and makes recommendations for consideration by TWS Council. Advance planning by organizers is essential. Deadlines for submission are 1 August (for autumn Council meeting) and 1 January (for March Council meeting). If your upcoming meeting could use a little financial help (up to \$1,000), please write for Procedures for Financial Support of Conferences from *The Wildlife Society, Inc.*, 5410 Grosvenor Lane, Bethesda, MD 20814. 301/897-9770.

THE WILDLIFER

EDITOR: Harry E. Hodgdon
PRODUCTION EDITOR: Louise A. Murville

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MULE AND BLACK TAILED DEER AWARD ANNOUNCED

The Western Deer Group and the family of the late Dr. O.C. "Charlie" Wallmo have announced the opening of nominations for the second O.C. Wallmo Award providing for the "recognition and commendation of outstanding contributions to knowledge and improved management of mule and black-tailed deer."

Charlie Wallmo was one of North America's foremost wildlife scientists and authorities of deer at his untimely death in June 1982. His research contributions, spanning more than 35 years, were abundant and significant in advancing knowledge and improving management of mule and black-tailed deer. He was a key figure in the recent recognition of old-growth forest as a unique and valuable wildlife habitat, and editor and a major author of the recent Wildlife Management Institute book, *Mule and Black-tailed deer of North America*, which will long stand as the definitive work on the species. The O.C. "Charlie" Wallmo Award consists of a bronze mule deer (10 inches in height) sculpted by his son Joe B. Wallmo, a wildlife artist living in Loveland, Colorado. The award is presented biennially in conjunction with the Western Deer Workshop sponsored by the Western Association of Fish and Wildlife Agencies. The first award was presented in 1987 to Dr. Richard D. Taber of Missoula, Montana.

Nominations for the second award, to be presented at the 1989 Workshop during August in Santa Fe, New Mexico, should be sent to: **Dr. Len H. Carpenter, Chairman, O.C. Wallmo Award Committee, 317 W. Prospect, Ft. Collins, CO 80526.** Nominations will be accepted through **31 May 1989** and must include: 1) a brief justification and resume of the qualifications of the nominee, 2) copies of appropriate reports/publications, and 3) supporting letters from at least 2 other individuals familiar with or capable of objective assessment of the merits of the nominee and the contributions upon which the nomination is based. Both short-term and long-term contributions will be considered.

WILDLIFE HABITAT ENHANCEMENT COUNCIL

Formally established in February of last year, the Wildlife Habitat Enhancement Council, Inc. (WHEC) is a new cooperative venture designed to bring members of the conservation and corporate communities together for the common goal of enhancing corporate lands for the benefit of wildlife, fish and plant life. Based in Silver Spring, Maryland, WHEC is a nonprofit organization whose membership is comprised of large and small corporations, public interest groups and individuals. Membership benefits include a quarterly newsletter, seminars for those managing wildlife projects, ongoing access to technical assistance, information on economic and other incentive programs, and public recognition.

The substantial benefits to be reaped by participating corporations include: 1) creation of a heightened understanding of wildlife awareness among corporate managers, employees, and local communities; 2) demonstration of responsible land and water stewardship; 3) improved relations among industry, conservation community and local communities; 4) partnership opportunities with key state and federal agencies; 5) opportunities to actively involve all levels of plant employees in a shared goal; 6) the sharing of information among participating organizations; and 7) opportunities for public recognition of individual and company-wide achievements. The costs of these projects are generally modest. Thus, multiple benefits may accrue to companies as a result of their participation in wildlife habitat projects -- including benefits to wildlife, the community (social), the economy, the corporation, science, and improved federal-state relations.

With ownership of vast tracts of suitable fish and wildlife habitat in the hands of private corporations, the Wildlife Habitat Enhancement Council seeks to utilize this largely untapped potential for the benefit of plant, fish, and wildlife populations. As global biodiversity is decreasing at an alarming rate, maintenance of critical wildlife habitats is an issue that demands immediate attention. For additional information, write or call **Debbie Pressman, Wildlife Specialist, WHEC, 1010 Wayne Avenue, Suite 210, Silver Spring, MD 20910. 301/588-8994.**

WHERE HAVE ALL THE PROFESSIONAL WILDLIFERS GONE?

The shortage of articles that originate from or apply to the area of management has been an issue in the wildlife profession since its inception. In an effort to provide an avenue for management to publish and locate articles pertinent to their work, The Wildlife Society (TWS) established the Wildlife Society Bulletin (Bulletin). The Bulletin has been in circulation since 1973. Why haven't more managers come forward to publish their work?

Part of the problem wildlife biologists face when they begin working in the profession is they have a preconceived idea of what the job of a wildlife biologist should be. That idea varies among individuals, but it may have its foundation in their experiences as children or young adults and their education.

Each of us has several role models after which we pattern our own career. These people are the first asked to chair committees, the first asked to serve as a chair of a symposium session, and their names and pictures are in all the important literature. The budding biologist often admires the accomplishments and notoriety of these leaders in our profession but is reluctant to analyze the steps necessary to achieve the success.

So, what is required to be a successful wildlife biologist? The basic component for most biologists is to feel they have done something to benefit wildlife. This feeling is supported when we receive awards or recognition, when we are asked by our peers to represent our profession in some matter or when our work is used by others to accomplish similar goals.

During the education process, most wildlife biologists are taught how to be ecologists, how to sample populations, how to improve habitats and all the other 'ologies a good biologist should know. We also are taught to monitor populations, and how to determine if we had any effect on the populations after we implement a project. These last 2 areas may be the most neglected but yet the most important subjects we learned in school.

When beginning a job we are all anxious to implement this technique or try that new idea to help wildlife. We are great at convincing responsible officials that we can produce the most wildlife for the lowest cost, but just how effective are we as professional wildlife managers? How many of us design extensive monitoring programs into each of our projects? How many of us follow up our projects with an intensive look at the effects our work had on the environment? It is too easy to move on to new projects once we have initiated the first.

Why don't more managers publish their work? The common answer is their work is not complete. Each and every project we do as professional wildlife biologists requires clearly defined goals and objectives based on public issues and management concerns, an aggressive action plan that addresses each goal

and objective, and a monitoring program that includes a pre- and post-implementation study of all the measurable effects of the project. Only after all these aspects of a project are finished can professional wildlife biologists call their projects complete. Once this is done, the next logical step is to inform other professionals of the results of the project.

The wildlife profession is not exempt from the problems, pressures and realities of a mobile society. Many biologists relocate more than ducks in a marsh full of hunters. This creates a special problem when it comes to monitoring and evaluating our own work. We often are fortunate if we stay long enough to see the project implemented, let alone completed. How do we solve this dilemma? We surely do not want others to take credit for our work. The world we live in today is a world of technology. We use computers and telephones as if they were extensions of our minds and arms. If we use these technologies to maintain contact with those working with projects we have initiated, we can complete our projects as planned.

Obviously, biologists cannot conduct extensive monitoring programs on all of their projects. This would be just one more drain on the precious little time they have. Priority will have to be placed on the more important projects, but all projects should be monitored for their effectiveness. Unless we as professional wildlife biologists begin to be more responsible for the work we complete, our credibility will continue to be questioned. This credibility includes well-developed plans, proper implementation procedures, complete monitoring programs, and, if possible, peer-reviewed publications of results.

Administrative guidance and support is essential to enable professional wildlife managers to do their jobs. Too often administrators see any type of monitoring as a waste of time and money. Some wildlife agencies consider studies and monitoring as research and have rules and regulations limiting these types of activities. Administrators must develop procedures and provide financial support to enable biologists to fully complete a project. Without this support biologists are severely handicapped.

So, where have all the professional wildlife biologists gone? They are all out there across the nation working hard to benefit wildlife and maintain our natural resources. Some of them have jobs that others desire. Many of them face the public each day either as administrator, educator, interpreter, law enforcer, manager, or researcher. Some are frustrated, but most are satisfied with the profession they have chosen. In order for the wildlife profession to grow and mature, wildlife biologists must become more responsive to and responsible for the wildlife resource we have been given the privilege to protect.

Terry Z. Riley, Columbus, Ohio

CALL FOR PAPERS

The 43rd Annual Conference of the Southeastern Association of Fish and Wildlife Agencies will be held at the Sheraton St. Louis Hotel, St. Louis, Missouri, on 28 October - 1 November 1989. All papers must comply with manuscript guidelines published as a special supplement at the end of the 1985 Southeastern Proceedings (Vol. 39). The **deadline** for submitting technical papers to the appropriate program committee is **1 May 1989**. Authors are to submit 5 copies of their paper in final form to: **Wildlife Associate Editor, Dr. Robert J. Warren, School of Forest Resources, U. of Georgia, Athens, GA 30602. 404/542-6474.**

A national conference on **Multiresource Management of Ponderosa Pine Forests** is planned for 14-16 November 1989 in Flagstaff, Arizona. Suggestions for papers invited are: historical, sociopolitical and economic developments related to the theme; biophysical responses to disturbances and the multiresource impacts; qualitative and quantitative decision making approaches; and conflict resolution and public involvement in multiresource management. Abstracts of not more than 200 words, double-spaced, must be submitted by **1 May 1989**. Include: title, author's name(s), author's affiliation, and preferred type of presentation -- i.e., slide-talk, poster, demonstration, etc. Send abstracts to: **Conference Coordinator, School of Forestry, Northern Arizona U., P.O. Box 4098, Flagstaff, AZ 86011. 602/523-3031.**



ROLEX AWARDS FOR ENTERPRISE

The availability of applications for The Rolex Awards for Enterprise 1990 recently were announced. There will be 5 awards, each consisting of a sum of 50,000 Swiss Francs and a gold Rolex chronometer specially engraved for each Laureate. The Rolex Awards are intended to provide financial assistance to persons with the spirit of enterprise to allow them to carry out unconventional projects in one of the following 3 broad fields of human endeavour: Applied Sciences and Invention; Exploration and Discovery; The Environment. Projects must display the "spirit of enterprise" plus qualities of innovation, originality, inventiveness, interest and impact. In addition, they must be feasible, and there must be a good likelihood that they can, in fact, be carried out. Prospective applicants should write for an Official Application Form to: **The Secretariat, The Rolex Awards for Enterprise, P.O. Box 178, CH 1211 Geneva 26, Switzerland.** Completed applications must be received not later than **31 March 1989**.

FOREST SERVICE RESPONSE TO THE SOCIETY'S OLD GROWTH POSITION STATEMENT

The Wildlife Society distributed its position statement "Management and Conservation of Old-Growth Forests in the United States" to the head of the Federal agencies that have responsibility for managing old-growth forests in the U.S. The Chief of the Forest Service responded as follows:

Thank you for sharing the concerns of The Wildlife Society membership as expressed in their Position Statement on the Management and Conservation of Old-Growth Forests in the United States. Old-growth forests, and their roles in the conservation of biological diversity, are in the forefront of current issues involving the nation's lands and natural resources. I appreciate the opportunity to respond to the Society's statement, and to describe various components of the Forest Service strategy for addressing concerns that are widely shared by the American people.

To begin, let me assure you that the Forest Service fully recognizes that the values of old-growth forests (including ecological, scientific, social, and economic) are complex, and exceed the importance of any one species or use that may be at issue in a given old-growth ecosystem. We acknowledge our important responsibility to manage this limited resource in a manner consistent with the health and sustained diversity of associated plant and animal communities.

A strong and diversified program of basic research is the critical component of our strategy for managing and conserving old-growth forests. Several Forest Service Research Units, most notably in the Pacific Northwest, employ an ecosystem approach in investigating the ecology of forests systems, including old-growth structure and function and relationships to associated communities of animals and plants. Teams of scientists are building a better understanding of the role of old growth in sustaining viable populations of species, such as the spotted owl and red-cockaded woodpecker, associated with old-growth forests or habitat components.

Research, though essential for understanding old-growth ecosystems, does not guarantee that the best information is put to work in ways that promote effective management and conservation of old-growth resources. We have therefore been actively involved in technology transfer, to ensure that valuable information and technology emerging from research is put to work in land use planning and management. An example is the Old Growth Information Development Program, which we established in the Pacific Northwest Region in 1984 to transfer the results of our old-growth research to the resource specialists, planners, decision makers, and others who make old-growth management happen on the ground.

In the course of implementing the forest plans, however, we are finding that the data on old-growth forests are not as complete as we would like to support a national program of conservation and management. Both organizational and technical factors may

be cited for the weaknesses that we are encountering. In a decentralized organization such as the Forest Service, there are inherent differences in the way that resource elements are defined, inventoried, and evaluated. Among the planning units of the National Forest System, these differences translate into inconsistencies when we try to assess the amounts and distributions of old growth within areas including multiple forests. The treatment of old growth in the forest plans was limited, too, by the available technology. Given the great expanses of land covered in a plan and the tremendous amounts of resource data to be processed, we were generally not able to identify specific locations of old growth, nor to conduct the spatial analyses that have important bearing on questions of wildlife habitat and biological diversity.

For a valuable and limited resource such as old growth, we cannot accept the risk associated with inconsistent data and technology falling short of the state-of-the-art. Thus, we are acquiring new technology and taking actions to achieve greater coordination, internally and externally, in managing information about old growth on the national forests and other ownerships. For example, we have just assigned a senior-level biologist to serve as Old Growth Forest Wildlife Habitat Program Manager, under the supervision of the Branch Chief for Wildlife Ecology. Among the duties of this position is the "coordination of methodologies employed by the national forests to define, inventory, evaluate, and locate existing old growth and to track the amount, distribution, and fragmentation of these habitats through time." This is a start in a Service-wide strategy to reach agreement on definitions of old growth, determine the amounts and locations of remaining old-growth forest, improve understanding of this important resource, and implement protection and management measures to maintain old growth into perpetuity.

The emergence of geographic information systems and related technology provides key capabilities for handling old growth and other habitat information in a manner that was not possible during development of the land management plans. A decision has been made to implement geographic information systems Service-wide to improve our capabilities and effectiveness in land use planning and management. These systems, and the data management structures that support them, will greatly improve the ability of the national forests to assimilate, store, manipulate, analyze, and map information on old-growth forests and associated plants and animals.

In closing, let me say that our continued progress depends on maintaining an honest and open dialogue with all who have concern for the management and conservation of old-growth forests and their significance to larger issues of biological diversity. Professionals in ecology, wildlife, and the other natural resources fields are our greatest partners in this regard. Therefore, I ask you to extend my appreciation to the membership of The Wildlife Society for sharing their concern and their commitment to the nation's old-growth forests and other precious resources.

F. Dale Robertson, Chief, U.S. Forest Service

A FORESTER'S GUIDE TO MANAGING WILDLIFE HABITATS IN MAINE

"A Forester's Guide to Managing Wildlife Habitats in Maine" is a joint publication of the Maine Chapter, TWS, and the University of Maine Cooperative Extension Service. The Extension Service plans to use this guide as a training manual in workshops for foresters that will be held around the state. Other TWS chapters may wish to sponsor similar projects.

The guide provides foresters and other natural resource managers with biologically sound, practical management recommendations for incorporating wildlife habitat management into forest management planning and practices. It is the intent of the Maine Chapter of The Wildlife Society to periodically review and revise the guide, and to expand it to provide additional information as requested by its users.

Copies of "A Forester's Guide to Managing Wildlife Habitats in Maine" may be obtained for \$7.00 (plus \$1.50 for postage and handling) from: **Cooperative Extension Service, 103 Nutting Hall, U. of Maine, Orono, ME 04469.**

STEPHEN R. TULLY MEMORIAL GRANT

The Raptor Research Foundation announces the availability of the Stephen R. Tully Memorial Grant to provide financial assistance to promote the research, management, and conservation of birds of prey. Individuals demonstrating serious interest in raptors, particularly students and amateurs with limited access to major granting agencies, are eligible.

Applicants must send by **10 September 1989** 3 copies of the following: resume (vitae), study plan (5 pages maximum), an account of how funds will be spent, and a statement indicating how the proposed work would relate to other work by the applicant and to other sources of funds. Send to: **Stephen R. Tully Memorial Grant, 5666 W. Flying Hawk Lane, Boise, ID 83709.** Grant awards will be announced at the annual Raptor Research Foundation meeting 10-14 October 1989 at Veracruz, Mexico.

REPORTS FROM SECTIONS, CHAPTERS, AND MEMBERS



Leon Kirkland

Leon Kirkland, Director of Game & Fish Division, Georgia Department of Natural Resources, was awarded the **1988 Wildlife Management Excellence Award** by the Southeastern Section, TWS, at its annual meeting. This award was in recognition for his role in developing and obtaining funds for a major land acquisition program that is expected to add 15,000 acres per year to Georgia's wildlife management area system.

Scott Lutz accepted the position of Assistant Professor at Texas Tech University. He will begin in mid-June and focus on developing an upland gamebird research program.

L. David Mech is the 1988 recipient of the North Central Section's **The Wildlife Society Professional Award of Merit**. This award recognizes major achievement by a wildlife professional.

William W. Shaw, Chair of the Division of Wildlife, Fisheries, & Recreation Resources, University of Arizona College of Agriculture, received the **Daniel L. Leedy Urban Wildlife Conservation Award**. This award of the National Institute for Urban Wildlife recognizes outstanding professional commitment and contributions to the conservation of wildlife and habitat in urban, suburban and developing areas.

RUSSELL A. COOKINGHAM SCHOLARSHIP

The New Jersey Chapter, TWS, has announced the establishment of a scholarship fund in honor of Russell A. Cookingham, recently retired Director of the New Jersey Division of Fish, Game & Wildlife. A scholarship of \$500 will be awarded annually to a third year student enrolled in either a fisheries or wildlife curriculum at any college or university within the United States and who is a resident of New Jersey. It will be awarded on the basis of demonstrated excellence in academics, and leadership and participation in fisheries/wildlife organizations and activities. Interested students should send a copy of their transcript, vitae, & 2 references to: **Russell A. Cookingham Scholarship, c/o Larry Her- ighty, 26 2nd St., Frenchtown, NJ 08825**. Application deadline for the 1989 award is **1 June 1989**.

SOCIETY APPEALS RECORD OF DECISION ON SPOTTED OWL GUIDELINES

The Wildlife Society recently appealed the USDA Forest Service's Record of Decision on the Final Supplement to the Environmental Impact Statement for an Amendment to the Pacific Northwest Regional Guide: Spotted Owl Guidelines (see **The Wildlifer**, No. 230, Sept.-Oct. 1988) to the Secretary of the Department of Agriculture under the U.S. Forest Service administrative appeals regulations. The final guidelines establish sizes and linkages between spotted owl habitat areas in Oregon and Washington.

The Forest Service is required by law to ensure that the guidelines will maintain viable populations of the northern spotted owl, even if this action results in reduced timber harvests. The Society's position that was expressed on the draft and final guidelines and in the appeal is based on the best available biological information, analyzed by a committee of Society biologists, and is supported by the following:

1) Available scientific information and the Forest Service's "viability analysis" for the northern spotted owl habitat area (SOHA) requirements reveal that the acreage designated for SOHA's by the Record of Decision will have a moderate to low likelihood of supporting viable populations of northern spotted owls throughout their range. Further, catastrophic, demographic, and genetic factors which may cause the elimination of the species from parts or all of its range are not considered in the guidelines.

2) The highest volume old-growth forests, which are the most productive forests for wildlife, will be the last stands designated as spotted owl habitat areas. Lower population densities than the Forest Service projects likely will occur if selected habitat

areas are only marginally suitable for spotted owls.

3) No replacement habitat has been identified or designated in the guidelines. Presently, no data exist to substantiate the Forest Service's theory that silvicultural treatments can be applied to second-growth forests to create the characteristics that will sustain spotted owls at a viable level.

4) No plan exists to identify potential habitat to improve the distribution of spotted owls.

5) Location of SOHA's in reserved lands have not been identified. These should be clearly indicated on maps.

6) Options for adaptive management of spotted owl habitat will be diminished in 5 years because large areas of preferred habitat will be harvested in the interim. Already, extremely limited options remain in forests such as Siuslaw National Forest. Additionally, there is no evidence to indicate that research results that would allow for adaptive management of spotted owl habitat will be available in 5 years.

7) Harvesting of old-growth habitat in the Coast Range at the level indicated in the guidelines will likely lead to the extirpation of spotted owls in this region.

8) The current monitoring program will not determine whether the proposed management scheme is working.

As mandated by law, the Forest Service must maintain viable populations of all native vertebrates on its lands. The eventual extirpation of northern spotted owls may occur in parts of its range if the current guidelines are implemented.

FREDERIC T. STAUNTON MEMORIAL DEDICATION

The Frederic T. Staunton Memorial Dedication will take place on 12 July 1989 at the Waubay National Wildlife Refuge in South Dakota.

The memorial will be dedicated to the memory of Fred Staunton and to recognize the significant contribution he made in the preservation of migratory waterfowl habitats. Staunton was manager of the Waubay National Wildlife Refuge from 1942 to 1950. While there, he directed national attention on the problems associated with subsidized drainage on prairie wetlands. For additional information about the dedication or where to make memorial contributions, please contact: **Ken Higgins, President, South Dakota Chapter, TWS, Wildlife & Fisheries Sciences, SD State U., Brookings, SD 57007. 605/688-6121**.

NORTH AMERICAN BIRD BANDER

The **North American Bird Bander** (NABB), published jointly by the Eastern, Inland and Western Bird Banding Associations, is soliciting manuscripts for Volume XIV dealing with the techniques and results of studies utilizing bird marking, and with the in-hand identification, aging, and sexing of birds. Advantages of publishing in NABB include peer review, timely publication, and absence of page charges. Papers published in NABB are abstracted in **Wildlife Abstracts**, **Recent Ornithological Literature**, and elsewhere. Send manuscripts to the appropriate Association editor (see a recent issue of NABB for addresses), or send them to: **Dr. David F. DeSante, Western Bird Banding Association, P.O. Box 554, Inverness, CA 94937**, for forwarding to appropriate editor.

MEETINGS OF INTEREST

1989

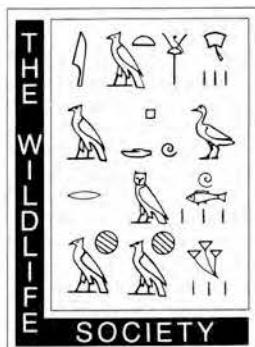
- 15-17 Mar. Forest & Wildlife Mgt. in Northern New England - "What Can We Afford?" Cosponsored by New England Chapter of Soc. of Am. Foresters, Maine Chapter, TWS, & Atlantic Intl. Chapter of Am. Fisheries Soc., Portland, ME. (Donna Cassese, General Chair, c/o Scott Paper Co., P.O. Box 646, Bingham, ME 04920. 207/672-5512.)
- 16-19 Mar. National Wildlife Federation Annual Mtg. in Washington, D.C. area, Crystal City, VA. (Dale Clark, NWF, 1400 16th St. N.W., Washington, DC 20036-2266. 202/797-6800.)
- 17-21 Mar. The Wildlife Society Annual Meeting (including Annual Council Mtg.), Omni Shoreham Hotel, Washington, DC. (Harry E. Hodgdon, Executive Director, TWS, 5410 Grosvenor Lane, Bethesda, MD 20814. 301/897-9770.)
- 17-22 Mar. 54th North American Wildlife & Natural Resources Conf., Omni Shoreham Hotel, Washington, DC. (L.L. Williamson, Wildlife Management Institute, Suite 725, 1101 14th St. N.W., Washington, DC 20005. 202/371-1808.)
- 21-23 Mar. Natl. Military Fish & Wildlife Assn. Annual Mtg., Biopolitics of Managing Fish & Wildlife Resources in Military Installations, Omni Shoreham Hotel, Washington, DC. (Gene Stout, Fish & Wildlife Branch, DEH, Ft. Sill, OK 73503. 405/351-4324.)
- 29-31 Mar. Old-Growth Douglas-Fir Forests: Wildlife Communities & Habitat Relationships Symp., Portland, OR (Diana M. Perl, Symp. Manager, Continuing Ed. Office, Coll. of Forest Resources AR-10, U. of Washington, Seattle, WA 98195. 206/543-0867.)
- 4-6 Apr. "Timber Management and Its Effects on Wildlife", 1989 Penn State Forest Resources Issues Conf., University Park, PA. (Ag. Conf. Coordinator, 409 Keller Bldg., University Park, PA 16802. 814/865-9547 or Forest Resources Extension, 110 Ferguson Bldg., University Park, PA 16802. 814/863-0401.)
- 11-13 Apr. Northwest Section, TWS, Annual Mtg., "Ungulate Management Trends," Banff Park Lodge, Banff, AB, Can. (Bill Glasgow, Alberta Fish & Wildl. Div., Main Floor, N. Tower, Petroleum Plaza, 9945 108 St., Edmonton AB T5K 2C9, Can. 403/427-4292.)
- 13-15 Apr. Examining the Greater Yellowstone Ecosystem: A Symp. on Land & Resource Management, U. of Wyoming campus, Laramie, WY. (Prof. Mark Boyce, Dept. of Zool., U. of Wyoming, Laramie, WY 82071. 307/766-5373.)
- 18-19 Apr. Pine-Hardwood Mixtures: A Symp. on Management & Ecology of the Type, Atlanta, GA. (F. Thomas Lloyd, USDA Forest Service, Clemson U., Clemson, SC 29634. 803/656-4863.)
- 18-20 Apr. 9th Great Plains Wildlife Damage Control Workshop, Fort Collins, CO. (William F. Andelt, Program Chairman, Dept. of Fishery & Wildlife Biology, Colorado State U., Fort Collins, CO 80523. 303/491-7093.)
- 20-21 Apr. 5th Northern Furbearer Conf., Whitehorse, Yukon Territory, Can. (Brian Slough, Yukon Dept. of Renewable Resources, Box 2703, Whitehorse, Yukon Y1A 2C6 Can. 403/667-5006.)
- 21 Apr. "Global Climate Change & Natural Resource Implications for the Intermountain West" Symp., Utah State University, Logan, UT. (Dean's Office, College of Natural Resources, Utah State U., Logan, UT 84322-5200. 801/750-2445.)
- 24-25 Apr. Conf. on Global Climate Change & Life on Earth: Evidence, Predictions, & Policy, New York State Museum, Albany, NY. (Dr. Richard L. Wyman, Conf. Organizer, E.N. Huyck Preserve & Biol. Research Sta., P.O. Box 188, Rennselaerville, NY 12147. 518/797-3440.)
- 7-10 May 45th Northeast Fish & Wildlife Conf., "The 1990's - A Decade of Choice," Ellenville, NY. (Genl. Chm. Gerald Barnhart, NY State Dept. Environ. Cons., 50 Wolf Rd., Albany, NY 12233. 518/457-5691.)
- 8-12 May Practical Approaches to Riparian Resource Mgt. Workshop, Billings Plaza Holiday Inn, Billings, MT. (Riparian Resource Mgt. Symp., P.O. Box 22561, Billings, MT 59104.)
- 8-10 Jun. Ducks Unlimited 6th Intl. Waterfowl Symp., "Troubled Times for Waterfowl. Striking a Balance Between Habitat and Harvest for Sound Management" Marriott Crystal Gateway Hotel, Washington, DC. (Ken McCreary, DU Natl. Headquarters, 1 Waterfowl Way, Long Grove, IL 60047. 312/438-4300.)
- 11-15 Jun. 69th Annual Mtg. Am. Soc. of Mammalogists, U. of Alaska, Fairbanks, AK. (Chairs of local comm. - Terry Bower 907/474-5311 & Dave Klein 907/474-6674.)
- 30 July - 44th Annual Mtg. Soil & Water Conserv. Society, "Making Conservation Happen, Together," Edmonton, Alberta, Can. (Alan Epps, SWCS, 7515 N.E. Ankeny Rd., Ankeny, IA 50021-9764. 515/289-2331.)
- 31 July - Perdix V - Gray Partridge and Ring-necked Pheasant Workshop, Holiday Inn, Mankato, MN. (Dick Kimmel, DNR, Madelia, MN 56062. 507/642-8478.)

POSITIONS

Many positions continually are being added to the Society's new computerized database, JOBSource. JOBSource provides detailed descriptions of current wildlife, fisheries, and related natural resource positions -- permanent and seasonal, internships, volunteer positions, and graduate assistantships. The innovative computer program quickly searches the database and locates positions that match each user's criteria. Position vacancy descriptions can be obtained as hard copy printouts or through your computer and telephone modem.

All position announcements received at Society headquarters are sent to JOBSource for inclusion on the database. Employers are encouraged to send their position vacancy announcement directly to JOBSource. Listing of paid positions is free.

If you are seeking a wildlife position or have wildlife positions to advertise, call 1-800-727-JOBS Monday-Friday, 8 a.m. to 5 p.m. Mountain time (10 a.m. to 7 p.m. Eastern Time). Outside the United States, call 303/493-1779.



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