

## Michael Hutchins Selected New Executive Director

We are delighted to welcome Michael Hutchins as our new Executive Director! With the attached photos and introduction, we hope all of you can begin to get acquainted with Michael and welcome him to our team.

Here's a quick summary of the process we followed to find Michael. The Executive Director Search Committee considered 44 qualified applicants and, following a preliminary telephone interview of 7 individuals, selected 4 outstanding candidates as finalists to be interviewed by Council. On August 4-5, 2005, Council met at the Bethesda headquarters and after an intensive interview process that included staff, we unanimously selected Dr. Michael Hutchins.

As a respected biologist, author, and administrator whose networks extend throughout the USA and internationally, Michael has hit the ground running and will introduce stimulating new ideas and directions into our organization. We are fortunate to have attracted such an excellent candidate with the experience, understanding, and vision needed to guide our Society. Council and staff are excited to work with Michael to reenergize our membership to achieve the Society's mission and goals.

Michael is currently an Adjunct Associate Professor at the University of Maryland's Graduate Program in Conservation Biology and Sustainable Development, Senior Fellow at the Georgia Institute of Technology's Center for Behavior and Conservation, and Executive Director of ZooThink, Inc., a Maryland-based consulting company that assists zoos, aquariums, conservation organizations, government wildlife agencies, and natural history museums in finding solutions to complex problems. One of his most recent jobs included consulting with Smithsonian's National Zoological Park on the future of their Asian elephant exhibition, field conservation, scientific and educational programs.



*Michael in a village in Papua New Guinea (2002).*

Dr. Hutchins received his Ph.D. from the University of Washington in 1984 where he studied the behavioral ecology of a free ranging, introduced population of Rocky Mountain goats in Olympic National Park. Michael also was an Acting Assistant Professor at the University of Washington, where he taught undergraduate and graduate courses in animal behavior, sociobiology and behavioral ecology. Dr. Hutchins has traveled to over 33 countries and six continents worldwide to pursue his interest in wildlife and nature conservation. Included among his many treasured experiences are: trapping and tagging mountain goats in the Olympic Mountains, SCUBA diving with Manta rays on Australia's Great Barrier Reef, tracking jaguars and giant anteaters in the Brazilian Pantanal, tracking Javan rhinos and banteng in Ujung Kulan National Park, Indonesia, banding Megellanic penguins in Patagonia, avoiding fer de lances in the Costa Rica, observing tribal ceremonies in Papua New

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## THE WILDLIFE SOCIETY

EXCELLENCE IN WILDLIFE STEWARDSHIP THROUGH SCIENCE AND EDUCATION

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# WILDLIFE POLICY ACTIVITIES

## Dale Hall Nominated for Director of U.S. Fish and Wildlife Service

President Bush has announced his intention to nominate H. Dale Hall to serve as Director of the U.S. Fish and Wildlife Service. Once officially nominated by the President, Hall must be confirmed by the Senate before taking office. Hall has worked for the Service for 27 years, and since 2001 has been the Southwest Regional Director in Albuquerque, New Mexico. A native of Harlan, Kentucky, and an Air Force veteran, Hall received a B.S. in biology and chemistry from Cumberland College in Kentucky and a M.S. in fisheries science from Louisiana State University. He began working with the Service in 1978, doing wetlands fieldwork in Vicksburg, Mississippi. In 1982 he moved to Texas as a senior staff biologist and was soon promoted to Field Supervisor, running the Houston field office for four years. Hall moved to Washington, D.C. in 1987, where he became the Deputy Assistant Director for Fisheries. Then, in 1991, he moved to Portland, Oregon, to become the Assistant Regional Director for Ecological Services for the Pacific Region. In 1997 Hall was appointed Deputy Regional Director of the Service's Southeast Region. Since 2001 Hall has served as Regional Director of the Southwest Region.

The Wildlife Society sent a letter to Hall, congratulating him on his nomination and offering to work together to serve the goals of both the Service and TWS. The letter also noted that TWS is looking forward to working with the Service to implement the Memorandum of Understanding signed in June 2004 by TWS, the Service, and the U.S. Geological Survey, an important component of which is the establishment of a detail position in the TWS office for a Service employee.

### State Wildlife Grants

State Wildlife Grants is the nation's core program for preventing wildlife from becoming endangered and has funded



Laura Bies

### THE WILDLIFER

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### The Wildlife Society Council

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practical, non-regulatory, cooperative conservation projects in every state and territory. No other program in the Interior Department's budget has had the same effect for declining wildlife across North America. This program, which provides grants to state fish and wildlife agencies, received \$70 million in appropriations in FY 2005. For FY 2006, the President's budget called for \$74 million. While the Senate recommended \$72 million, the House budget included only \$65 million for State Wildlife Grants. The program's final FY 2006 budget, passed by Congress and signed by the President, is \$68.5 million.

Before the final appropriations bill was passed, Teaming With Wildlife (TWW), a diverse coalition of 3,000 conservation organizations, wildlife management professionals, outdoor enthusiasts, and other supporters of wildlife conservation, sent a letter to the Chairmen and Ranking Members of the House and Senate Appropriations Committees, encouraging them and the Interior Appropriations conferees to accept the Senate appropriation of \$72 million for the State Wildlife Grants Program in the FY 2006 Interior Appropriations bill. The letter noted that simply splitting the difference between the House mark of \$65 million and the Senate's \$72 million would result in a cut from last year's \$70 million appropriation and signal a lack of federal commitment to the goal of preventing wildlife from becoming endangered. The Wildlife Society, as well as 18 of our Chapters, joined almost 250 other organizations in signing the letter. The conference committee, however, did split the difference between the two marks, resulting in final funding of \$68.5 million, further underscoring the need for permanent state funding for wildlife.

### Wind Power Development Near Horicon Marsh

Chicago-based Forward Energy, LLC plans to place a wind farm near the Horicon Marsh in southeast Wisconsin. The 200-megawatt facility would consist of 133 wind turbines

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# PRESIDENT'S PODIUM

## NEW EXECUTIVE DIRECTOR HIRED

— I am delighted to announce that after a thorough 6-month search, Council has hired Dr. Michael Hutchins as Executive Director of The Wildlife Society, effective 1 September 2005. The search committee — Bob Brown and myself, co-chairs, and Dan Decker, John Organ, Wini Kessler, Sandra Staples-Bortner, Yanin Walker, Gus Rassam, Len Carpenter, and Jim Fleming — worked diligently to select 4 individuals to interview out of 44 applicants. Interviews were held in the Bethesda office in early August. The vote of Council was unanimous (Wini Kessler was unavailable).



Richard A. Lancia

See the article in this issue for more complete details on Dr. Hutchins' background and aspirations for the future of TWS.

**JOURNALS** — As you know, 2006 will be a transition year for our journals. In 2007 we will launch a new large-format, color magazine. A print version will be mailed to all members as a benefit of membership. Also, we will combine all peer-review articles from JWM and WSB into a new journal in 2007. These publications and *Wildlife Monographs* (WM) will be available electronically.

What will it cost members? See current projections (which could change as we gain more experience) in Tables 1 and 2 below.

**Table 1. New peer-review journal (JWM in 2005 and 2006, new journal 2007. Includes WM.)**

	2005	2006	2007-2010
Size	6.75 x 10	8.5 x 11	8.5 x 11
Issues per year	4	6	8
Cost*			
Electronic	N/A**	\$25	\$40
Print	\$31	\$15	\$20
Both	N/A	\$40	\$60
Cost per issue			
Electronic	N/A**	\$4.20	\$5.00
Print	\$7.75	N/A	N/A
Both		\$6.70	\$7.50

What does all this mean? In every case but one, you will be paying less for our journals. In 2007 you can receive both the peer-review journal (electronic) and the new magazine (print and electronic) for \$5.00 per issue (or \$7.50 for electronic and print of both the journal and magazine) — you'd pay \$7.25 for both in 2005 (\$58/8). Bottom line — it will be about the same or a lot less expensive to subscribe to our journals.

Of course, this is a very unsophisticated analysis. You could calculate the cost per page, but this gets very complicated because historically the number of pages has varied for both journals and page sizes will be different. Nevertheless, my point is clear:

Members are getting good information at a bargain price.

What about *The Wildlifer*? It will be incorporated into the new magazine. In 2007, instead of receiving *The Wildlifer*, all members will be mailed a print copy of the new magazine. It will contain a combination of material from the departments in WSB, Society news, policy updates, and other info from *The Wildlifer*, and new material of interest and value to rank-in-file members.

So, let's say you are currently just getting the WSB and that's all you're interested in. What should you do when the new magazine replaces it? Switch your subscription to the new peer-review journal, which will have the same material that was in the old WSB, and more. And you will automatically receive the new member magazine, which will also have in it stuff from the old WSB and more. To me, that's a win-win.

These changes will better meet member needs and will improve TWS' financial condition in the future. Our Society is on a well-designed trajectory for great success in the future. Please join me in looking forward to these exciting changes and new TWS publications.

**Table 2. New magazine and WSB (WSB in 2005 and 2006; new magazine 2007)**

	2005	2006	2007 - 2010
Size	8.25 x 11	8.25 x 11	8.5 x 11
Issues per year	4	5	6
Cost*			
Electronic	N/A**	\$25	Free access to members
Print	\$28	\$15	Free print to all members
Both	N/A	\$40	N/A
Cost per issue			
Electronic	N/A**	\$5.00	Free
Print	\$7.00	N/A	Free
Both	N/A	\$8.00	Free

\*Beginning in 2006, must purchase electronic, then add print if desired.

\*\*BioOne is still working on making 2004 and 2005 issues available.

**CALL FOR CONTRIBUTED PAPERS AND POSTERS****Deadline: February 15, 2006**

The Wildlife Society will hold its 13<sup>th</sup> Annual Conference in Anchorage, Alaska, September 23-27, 2006. The meeting will include workshops, symposia, contributed papers (oral presentations), and posters. We invite submission of technical papers and posters on topics of wildlife science, management, education, or policy within the broad theme of *Excellence in Wildlife Stewardship through Science and Education*. Presentations will not be published, so we encourage reports from the author's most recent scientific investigations and management experiences. Papers and posters should present results from completed studies or completed phases of long-term projects. Work in progress is more appropriate for presentation at local or regional meetings. Papers and posters will be accepted based on their technical merit and contribution to our knowledge of species, populations,



communities, ecological processes, management and conservation practices, education models, or policy issues.

All contributed papers (oral presentations) will be scheduled for 20 minutes, which includes 15 minutes for the presentation and 5 minutes for questions. **Oral**

presentations are limited to Microsoft PowerPoint; no other formats (such as slides, overheads, or video) will be accepted.

We urge participants to consider presentation of their work as posters. Posters provide an opportunity for authors to participate in more detailed communication with attendees. Posters are displayed for a half or full day and authors are requested to attend their posters during scheduled breaks. Posters will be displayed on horizontal cloth-covered boards 4-ft. high x 8-ft. wide.

**Instructions for preparing and submitting abstracts can be found at [www.wildlife.org](http://www.wildlife.org).**

**TWS ANCHORAGE 2006 REMINDER****Proposals for Symposia, Workshops, and Special Poster Sessions****Deadline: October 31, 2005**

Proposals for symposia, workshops, and special poster sessions are invited for the 13<sup>th</sup> Annual Conference of The Wildlife Society in Anchorage, Alaska, September 23-27, 2006. Symposia, workshops, and special poster sessions should be technical in nature and focus on topics of wildlife science, management, conservation, education, or policy within the broad theme of *Excellence in Wildlife Stewardship through Science and Education*. Successful applicants are responsible for coordinating with the Program Committee, planning their sessions, selecting instructors/presenters and coordinating their participation, moderating their sessions, and meeting all deadlines. Instructions for proposal preparation and submission can be found at [www.wildlife.org](http://www.wildlife.org).

## REQUEST FOR ASSOCIATED MEETING

The Wildlife Society 13<sup>th</sup> Annual Conference  
Anchorage, Alaska ♦ September 23-27, 2006

**Deadline: February 15, 2006**

This form should be used by TWS committees and working groups, universities, organizations, agencies, and others interested in holding a meeting or social function in association with the conference. Space is limited.

**Organization/Agency:** \_\_\_\_\_

**Type of Activity:**     meeting     reception     breakfast     lunch     dinner

### MEETING ACCOMMODATIONS

**Note:** Workshops are scheduled on Saturday. The plenary session is on Sunday morning and concurrent sessions begin Sunday afternoon and run through Wednesday afternoon. Associated meetings will not be scheduled Saturday evening (welcome reception), Sunday morning (plenary, awards, and members forum), or Wednesday evening (farewell barbecue). Sunday and Monday lunch times (12:00 noon to 2:00 p.m.) are reserved for TWS working group meetings.

**Preferred Date:**     Sat. 9/23     Sun. 9/24     Mon. 9/25     Tues. 9/26     Wed. 9/27

**Duration:** \_\_\_\_\_ hrs. \_\_\_\_\_ mins.    **Preferred Time:** \_\_\_\_\_    **Group Size:** \_\_\_\_\_

**Preferred Seating:** Note: Group size is limited with some seating arrangements.

- theater (rows of chairs only)     classroom (rows of chairs and tables)     conference table/hollow square  
 banquet (round tables and chairs)     reception (scattered round tables and chairs)

**List any meetings/symposia with which you would prefer not to overlap.**

**Will you be ordering audio-visual equipment?**     no     yes (Instructions will be sent with your confirmation.)

**Will you be ordering food or beverages?**     no     yes (Instructions will be sent with your confirmation.)

Note: You are responsible for all audio-visual and food or beverage expenses you incur.

### PROGRAM INFORMATION

Please provide a concise description of how the meeting should be listed in the printed program.

**Title of Event:** \_\_\_\_\_

### CONTACT INFORMATION

**Name:** \_\_\_\_\_

**Tel.:** \_\_\_\_\_    **Fax:** \_\_\_\_\_    **Email:** \_\_\_\_\_

**Address** \_\_\_\_\_

**Send by February 15, 2006 to:** Shari Showalter, The Coordinators, Inc., 329 F Street, Suite 208, Anchorage, AK 99501 USA; tel: (907) 646-9000 ext. 12; fax: (907) 646-9001; email: shari@thecoordinatorsinc.com

## **POLICY ACTIVITIES**

**Continued from Page 2**

on 32,000 acres near Brownsville. The site is within a few miles of both the Horicon Marsh National Wildlife Refuge and the Horicon Marsh State Wildlife Area, which together comprise a Ramsar Wetland of International Importance.

The Wildlife Society and four other conservation and wildlife organizations submitted comments on the Environmental Impact Statement. While noting that the EIS was thorough and thoughtful, the letter stated that the organizations still have some concerns about the placement of the facility. Most importantly, the proposal called for the facility to be only 1.2 miles from the Refuge. The letter urged an increased distance between the turbines and the marsh. The groups also voiced concern about the unknown impacts to various wildlife species, such as cranes and other waterfowl and bats. Finally, the letter noted that the study methodology used was less rigorous than in other wind farm studies, with only modest surveys that did not include the proposed site. While the groups made clear their support for emissions-free alternative energy such as wind power, they emphasized that its expansion should not be at the expense of sound land and wildlife management. On July 8, Wisconsin's Public Service Commission announced its decision to allow the project to proceed, with turbines only two miles from the Marsh. The decision was appealed by a group concerned about the effect of the project on wildlife and its proximity to the Marsh.

### **Conservation Groups Show Support for Interior Nominee Lynn Scarlett**

Earlier this year, President Bush nominated Lynn Scarlett to serve as Deputy Secretary of the Interior. Scarlett, who has been serving as the agency's Assistant Secretary of Policy, Management, and Budget, currently handles all phases of management, budget, and other administrative activities and serves as the principal policy advisor to Secretary of the Interior Gale Norton. She has been with the Department of the Interior since July 2001. Before coming to the Department, Scarlett was president of the Reason Foundation, a nonprofit current affairs

research and communications organization, where her policy research focused on environmental, land use, and natural resources issues.

Members of America's Wildlife Conservation Partners, including TWS, sent a letter to Senators Pete Domenici (D-NM) and Jeff Bingaman (R-NM), the Chairman and Ranking Member, respectively, of the Senate Energy and Natural Resources Committee, expressing support for Scarlett as the Senate considers her nomination. The organizations noted their successful working relationship with Scarlett and praised her support of voluntary, private-landowner friendly conservation programs to restore, manage, and protect important wildlife habitats. If confirmed by the Senate, Scarlett would be second in command at Interior, a position held by Steven Griles until his resignation on January 31.

### **National Wildlife Refuges Receive Increased Funding**

The last week of July saw the passage of two bills of critical importance to the National Wildlife Refuge System. First, the Interior Appropriations bill (H.R. 2361) set out the Refuges' FY 2006 funding. The total Refuge System operations and maintenance funding level, after an across-the-board cut, is slightly over \$391 million for FY 2006 (now broken down into five separate accounts: wildlife and habitat, visitor services, law enforcement, conservation planning, and maintenance). The National Wildlife Refuge System suffers from a burdensome \$2.7-billion backlog in operations and maintenance needs, and any cuts to refuge funding levels would have only increased that figure. The approximately \$9 million increase over FY 2005 will help to ensure that our nation's refuges are not plunged into further disrepair and a growing inability to address critical conservation needs and associated recreation needs. The second bill, the Transportation Equity Act: A Legacy for Users (H.R. 3), benefits the Refuge System with its annual \$29 million for refuge roads, a meaningful increase over previous years' funding of approximately \$17 million annually.

To show congress its appreciation for these two actions, the Cooperative Alliance for

Refuge Enhancement (CARE), of which The Wildlife Society is a member, sent letters to the Interior Appropriations Committee and the Transportation Bill Conference Committee. These letters expressed CARE's appreciation for increased funding for the Refuge System in a tight budget climate and stressed the need for adequate refuge funding in the future to continue to eliminate the maintenance backlog faced by the Refuge System. CARE will continue to work through the appropriations process and through other legislative vehicles such as the transportation bill to ensure adequate Refuge funding in the future.

### **Senator Byron Dorgan Recognized as Champion for Wildlife Refuges**

Senator Byron Dorgan (D-ND) received an award from the Cooperative Alliance for Refuge Enhancement (CARE), of which The Wildlife Society is a member, during a trip to the Chase Lake National Wildlife Refuge in North Dakota in early August. The CARE "Refuge Champion" Award recognizes the outstanding commitment of members of Congress in support of the National Wildlife Refuge System. Senator Dorgan is recognized for his commitment to refuges in North Dakota, as well as the entire system of 545 national wildlife refuges.

As a senior member of the Senate Appropriations Committee, Senator Dorgan has demonstrated strong support for refuges, including increased federal spending for operations and maintenance of the Refuge System. In the last decade, with the help of leaders in Congress like Senator Dorgan, operations and maintenance funding for the System has been increased by more than \$220 million annually. While an outstanding accomplishment, an extensive backlog of projects still remains. Increased funding in FY 2007 and beyond is needed to ensure adequate resources for wildlife habitat management, visitor services, law enforcement, and maintenance of the System. CARE was formed in 1996 when a diversity of conservation, sporting, and scientific organizations united around this common cause – the funding needs of the National Wildlife Refuge System. CARE is a unique coalition of 21 organizations, including The Wildlife Society, that

together represent a constituency of more than five million Americans.

### GAO Report on Invasive Weeds

Invasive species, defined by the National Invasive Species Council as those species not native to the ecosystem under consideration and whose introduction causes or is likely to cause economic or environmental harm or harm to human health, are becoming of great concern. The effects of invasive species include negative impacts on biological diversity (especially species at risk), productivity, environmental integrity, and wildlife and human health. Recently, invasive species have been receiving increased attention in the literature, the media, and the government. For example, Congress recently passed the Noxious Weed Control and Eradication Act of 2004 (P.L. 108-412) and is currently considering the National Aquatic Invasive Species Act of 2005 (S. 770/H.R. 1591).

In March, the GAO released a report entitled *Invasive Species: Cooperation and Coordination Are Important for Effective Management of Invasive Weeds* (GAO-05-185). The report concluded that a lack of consistent and adequate funding, the requirements of the National Environmental Policy Act, a lack of cooperation between entities charged with dealing with invasive weeds, and a general lack of public education and awareness on the topic hamper effective invasive weed management and prevention. In response to the report, TWS and several other organizations sent a letter to the Chairmen and Ranking Members of the House Resources Committee, the Senate Energy and Resources Committee, and the House and Senate Agriculture Committees, expressing appreciation for the GAO report, and asking for continued attention to the issue. Specifically, the letter requested an oversight hearing on the report, which would allow more exploration of the successes in and difficulties of invasive weed management and prevention, as well as ensure that the issue continues to receive the attention it deserves.

### FY2006 Federal Budget Update

Before leaving Washington, D.C. for the August recess, Congress passed the final

version of the FY 2006 spending bill for the Department of the Interior and related agencies (H.R. 2361). The President signed the bill (P.L. 109-54), completing the FY 2006 appropriations process for these agencies. The Agriculture Appropriations process is moving somewhat slower; although the House has passed its Agriculture Appropriations bill (H.R. 2744), the Senate has not. The bill has cleared the Senate Appropriations Committee, and once it passes the full Senate, the differences between the House and Senate bills will be worked out in conference.

**Interior:** The \$26.2 million House Interior and Environment Appropriations bill passed the House on May 19, the first to be approved by a House Appropriations Subcommittee during the FY 2006 budget cycle. The Senate's Interior bill, which came in at \$26.3 million, passed the full Senate on June 29. The final funding bill for the Interior agencies, which Congress passed last week, totaled \$26.2 million. All the amounts below will be subject to an across-the-board cut of 0.48 percent included in the bill to bring down the bill's total spending. Some of key points of the Interior budget follow.

Under the President's budget, the State and Tribal Wildlife Grants Fund would have received \$74 million, \$5 million more than last year. The Wildlife Society, as part of the Teaming With Wildlife Coalition, recommended funding of \$85 million in FY 2006, a return to the FY 2002 level. The final bill, however, was a compromise between the House-approved \$65 million and the Senate-approved \$72 million, coming in at \$68.5 million. This is a slight decrease from last year's \$70 million and well below the President's request.

The National Wildlife Refuge System (NWRS) operations and maintenance budget received \$381 million in FY 2005 and will receive \$393.394 in FY 2006. This is slightly more than the President requested and the Senate approved, and \$1 million less than the House allocated. While this represents a \$12 million increase, an increase of at least \$16 million over FY 2005 is needed simply to meet fixed costs. Under the appropriated funding, the system will still suffer from a maintenance backlog and a staff shortage.

The Cooperative Alliance for Refuge Enhancement (CARE), of which The Wildlife Society is a member, has worked throughout the FY 2006 budget cycle, and will continue to work in coming years, to improve NWRS's budget outlook.

Within the Forest Service, Wildlife and Fisheries Habitat Management was hard hit in the President's budget; its funding would decrease by \$10 million to slightly less than \$125 million. The Senate's recommendation was essentially the same, coming in only \$50,000 higher than the President's request. The House, however, recommended \$134.8 million, almost \$10 million above the budget request and \$51,000 above the FY 2005 level. The final FY 2006 number was not yet available.

For the Bureau of Land Management's Wildlife and Fisheries Management Program, the Administration, House, and Senate numbers were all essentially the same, coming in at \$41 million, a \$4 million increase over last year's funding. The three also agreed on funding for the Threatened and Endangered Species Management Program; it would be funded at about \$22 million, approximately a \$400,000 increase from FY 2005. Final numbers were not yet available for these programs, but will likely come in near the agreed-upon \$41 million and \$22 million, respectively.

The US Geological Survey will receive \$976 million in FY 2006, more than the House and Senate marks of \$974.6 million and \$963.1 million, and the President's request of \$933.6 million. This is a 4.3% increase over FY 2005, and includes about \$177.5 million for the Biological Resource Division.

**Agriculture:** The House bill was approved by the full House on June 8 (H.R. 2744); the Senate bill cleared the Appropriations Committee on June 23, but has yet to be passed by the full Senate. A key feature of the President's FY 2006 Agriculture budget is his redistribution of funds for grant programs in the Cooperative State Research, Education, and Extension Service. The President's budget cuts funding for both the McIntire-Stennis and

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# ENDOWMENT FUND

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## TWS Endowment Campaign Recap

### A Brief History

The necessity to establish an endowment for The Wildlife Society's was realized in the 1990s as Council saw many needs of the Society not being met by dues and income from other sources. In 1996 Council established the Endowment Fund for Excellence in Wildlife Stewardship, with plans to merge the existing Permanent Fund, Building Fund, and Publications Fund for a total of about \$750,000, and with the intention of increasing the total endowment to \$3 million through gifts by 2005.

Under the leadership of Diana Hallett, then a Council member, an Endowment Campaign was launched in 1998; brochures were created and a reception was held to solicit selected members for donations at the national meeting. In 1999 we established the Legacy Campaign to recognize donors of more than \$10,000. After two years of effort with only marginal results, Council realized we could not accomplish our fund-raising goals without professional help.

### The Feasibility Study

In 2000 Council commissioned Karen Bonner and Associates of Corpus Christi, Texas to conduct a Campaign Feasibility Study with an allocation of \$15,000. We identified 60 senior and active members of our Society for her to interview over the phone. The resulting 45-page report has been of great use to Council, because the information contained in it included attitudes and recommendations about all aspects of the Society, as well as a list of potential TWS member, foundation, and corporate donors. It was determined that a \$3 million campaign was feasible, but that we should expect to spend about 15% of that on the campaign, or \$450,000. Those of us with experience in university and NGO fund-raising, felt that was a reasonable price though outside of the capabilities of our Society.

As an alternative, we contracted Karen Bonner and Associates for an 18-month campaign to raise \$2-3 million at a maximum cost of \$150,000. Bob Brown oversaw the Campaign as Council's Fund-Raising Chairman, and Jim Teer and Bucky Owen agreed to be National Co-Chairs. A Fund-Raising Advisory Committee included—along with Brown, Teer, and Owen—Dan Decker, Diana Hallett, Harry Hodgdon, Len Carpenter, and Bob Warren.

Our first step was to create a variety of campaign documents, most importantly a Case Statement, Campaign Plan, and a Time Table for the revised effort, which we labeled the Endowment Campaign to Sustain Wildlife Conservation. The Feasibility Study indicated that the number one priority of our members for donations was wildlife policy, with continuing education and public outreach/awareness close seconds. We agreed to focus the campaign on those issues so that donors would know specifically how their contributions would be used.

### The Campaign

From there, we used the 60 contacts from the Feasibility Study and recruited 15 Regional Campaign Co-Chairs for our 7 Regions. We met with and/or contacted all of them to review lists of our Charter Members, Life Members, Retired Members, COWCH interviewees, award winners, current and former Council members, journal editors, chapter officers, building fund donors, and annual campaign donors. We then developed a solicitation list of about 160 of these members, as well as corporations and foundations, with our anticipated request level and a contact person to make each solicitation. We insured that all Council members made pledges.

After several months it became clear that the job was too much for our Regional Co-

Chairs. Many of the potential contacts were barely known to them, and their "territories" were too large. In the meantime, a former member, John Jones, passed away and left his house to the Society. The house was repaired and sold with a profit to the campaign of \$490,000. At least two members donated estate bequests of \$300,000 or more. Bucky Owen visited 25 members in Maine and received pledges from every one. We decided that, as we had been told, letters and phone calls were ineffective means of soliciting donors. We thus revised our campaign by eliminating the positions of Regional Co-Chairs and recruiting about 25 State Campaign Chairs. We felt these would be closer to the members being solicited and could meet with potential donors face-to-face. We were not able to recruit chairs in all states. We eventually extended the campaign to 24 months to allow more time for solicitations. Our best volunteers were retirees who had the time and the inclination to solicit.

In 2004 we were coming down the stretch of the campaign, but had expended the \$150,000 allocated, so Council allocated an additional \$40,000. Karen Bonner and Associates developed proposals for foundations and corporations, although we raised very little money that way. By then our "Campaign Watch Chart" had expanded to about 600 donors and potential donors. Karen Bonner held weekly phone conferences with our team to maintain the momentum.

### Every-Member Campaign and Follow Up

As we completed the contacting of specified donors in July 2004, we replaced the Society's traditional annual campaign with an "every-member" letter to solicit for the Endowment Campaign. We raised \$90,000 with that effort. We contacted chapters for pledges, and several provided matches for donations made by their



members. In addition, Karen Bonner's office attempted to call all 2,400 of those TWS members who have been with us for over 20 years. Among many smaller donations, that effort yielded one estate donation of over \$225,000.

Finally, as the campaign closed out in the fall of 2004, we made follow-up calls to insure that we had signed pledge forms from those who made verbal pledges, we insured that our donor recognition program was in place, we set up a system to invoice members with multi-year pledges, we sent a lot of thank-you letters to our team members, and we established the Investment Review Committee to insure that all of our endowed funds are invested well. That committee is comprised of Brad Bortner, Len Carpenter, and Diana Hallett.

### How'd We Do?

Overall, between 1998 and 2004 the Campaign raised \$1,926,888 in cash (including the \$490,000 from the sale of the Jones house), signed multi-year pledges, estate bequests, and life-insurance policies. Currently, the Endowment Fund is valued at about \$677,000; interest from which is used for policy, education, and outreach efforts. Keep in mind that we also have \$907,500 in estate bequests and life-insurance policies that will come to the Society in the future.

Our fiscal policy allows us to draw no more than 5% of the interest from the Endowment Fund annually. Should the Fund gain less than 5% interest, we will draw 1% less than the interest actually received. In this way, with an anticipated annual interest rate of 8-10% annually, the Fund will grow over time to at least keep up with inflation.

### What Did the Campaign Cost?

We spent \$3,353 for brochure printing and one reception in 1998/1999. In 2000/2001, Council allocated \$15,000 for the Feasibility Study, which actually cost \$14,507. In 2002/2003, Council allocated \$150,000 and in 2004 another \$40,000 for the actual Campaign. Thus the total allocation for all expenses was \$208,353. We spent \$207,330. This includes \$33,614 for indirect costs charged to the

### WILDLIFE SOCIETY INVESTORS

Our thanks to the following for their contributions to the Endowment Campaign.

#### Sustainer:

North Central Section, TWS

#### Contributor:

James Chadwick, Exeter, RI  
Calvin J. Lensink, Buffalo, NY  
Donald E. Moore III, City Island, NY  
San Francisco Bay Area Chapter, TWS  
Kenneth Stromborg, Denmark, WI  
W. Daniel Svedarsky, MN  
Brad Valentine, Santa Rosa, CA

#### Friend:

David J. Freddy, Fort Collins, CO  
John and Nancy Gustafson, Homer, NY, in memory of Douglas Wade  
Iowa Chapter, TWS  
Cory Jane Paul, Canyon Country, CA  
Jack Rensel, Ogden, UT  
Jerry Scrivner, Rexburg, ID  
Joseph Vogt, Dimondale, MI

Campaign for time spent by TWS staff on the Campaign. We paid Bonner and Associates \$156,946 on itemized invoices in addition to the Feasibility Study. We used funds donated to the Campaign and interest that accrued on these donations to cover these expenses. The Campaign expense of \$207,330 or 10.1% of the \$2,058,054 in funds raised, was well under the 15% of funds-raised cost originally anticipated.

### Lessons Learned and the Future

We knowingly entered this campaign effort in 2000/2001 with the stock market at a low and with many of our members unsure about the future of their jobs or their retirements. Council felt that the time for a campaign would never be perfect, so we might as well go ahead. Secondly, unlike the professional societies of lawyers, engineers, or physicians, our society's members generally are not high-salaried and thus have limited means for giving. We found through the Feasibility Study that TWS is not well-known by national foundations or corporations, and that made fund-raising from these sectors difficult.

We found that it is particularly difficult to raise funds without meeting each potential donor face to face, and we didn't have the funds to finance that type of effort. Finally, we found that volunteers, despite their good intentions, rarely have the time or the inclination to solicit funds effectively.

All of us involved in the Campaign feel that TWS needs a continuing, never-ending fund-raising effort. Some feel we need a full-time development officer, like many universities and NGOs have, who is dedicated 100% to fund-raising. Others feel we can continue to do this with volunteers, but at a lower level, with annual reminders, notes in our publications, and so on. Most assuredly, this will be a topic for our new Executive Director to discuss with Council in the months ahead.

Best of all, Council can now assure all of our members that the Society is on a sound financial footing to expand our wildlife policy, education, and outreach efforts, that our accounts are gaining interest, and that the interest is being spent for the purposes our members intended. Members should note that in addition to the new Endowment fund, TWS also has a substantial Permanent Reserve Fund, from which we use the interest to pay Life Member expenses and building maintenance costs, and an Operating Reserve Fund, which we use during months when expenses exceed revenues and then replace later. I would again like to thank all of the volunteers who assisted with this Campaign, and especially all of the donors. I look forward to a sound and healthy future for The Wildlife Society.

*Bob Brown*

*Endowment Campaign Fund-Raising Chair  
President-Elect*

### FOR SALE

JWM Vols. 9 (1945) - present. (2 Numbers from 1946 missing) Also Bulletins and Monographs from 1975-present. Best offer. Contact: Dick Kimmel, PO Box 101, New Ulm, MN 56073 or kimmel@newulmtel.net.

## NEW EXECUTIVE DIRECTOR

Continued from Cover

Guinea, and climbing Volcan Darwin in the Galapagos Islands, Ecuador.

Michael has experience with membership-based non-profit organizations, having served as Director/William Conway Chair, Department of Conservation and Science, for the American Zoo and Aquarium Association for nearly 15 years. Michael and his staff were responsible for facilitating, supporting and promoting the cooperative conservation and scientific activities of 215 AZA-accredited zoological parks and aquariums throughout North America. Dr. Hutchins has been a champion for increased involvement by accredited zoos and aquariums in field conservation and related scientific and educational initiatives. He coordinated the selection process for AZA's Conservation Endowment Fund (CEF). In partnership with The Walt Disney Company and many other donors, the CEF provided nearly \$2.6 million to support over 140 projects worldwide during his tenure.

Michael has authored over 190 technical and popular articles and books, covering various topics in wildlife management, conservation and science. He is consulting editor for *Zoo Biology* and *International Zoo Yearbook* and formerly the primary editor of Smithsonian Institution Press' book series titled *Studies in Zoo and Aquarium Biology and Conservation*. While at Smithsonian, five volumes were completed beginning with *Ethics on the Ark: Zoos, Animal Welfare and Wildlife Conservation* in 1995 and ending with *Lion Tamarins: Biology and Conservation* and *Komodo Dragons: Biology and Conservation* in 2003. The series was recently moved to Johns Hopkins University Press, where the first volume *Wildlife Contraception: Issues, Methods and Applications* will be published this Fall. He also is Series Editor for *Grzimek's Animal Life Encyclopedia*, a 17-volume compendium covering the entire animal kingdom. Michael has served on many national and international advisory boards, including those for The Ocean Project, IUCN/SSC Conservation Breeding and Invasive Species Specialist Groups, and The Walt Disney Company's Animal Kingdom/Wildlife Conservation Fund.

## RECRUIT A MEMBER



Membership applications and a new brochure on The Wildlife Society are available from the TWS office.

Email:  
[tws@wildlife.org](mailto:tws@wildlife.org)

Dr. Hutchins is an experienced conservation planner, facilitator, and coalition builder, organizing major planning efforts for the black-footed ferret, Micronesian kingfisher, and Karner Blue butterfly recovery programs. His *Black-footed Ferret Recovery Program Analysis and Action Plan* was used to revise the U.S. Fish and Wildlife Service's Recovery Plan. He has participated in recovery planning for a wide range of endangered taxa, including Southern sea otters, Sumatran and Javan rhinoceroses, Sumatran tigers, and Bali mynahs. In 1998, Michael helped to spearhead a national-level Memorandum of Understanding between U.S. Fish & Wildlife Service and the AZA, formally linking the endangered species recovery and habitat protection work of the Service with the AZA members' conservation and science programs.

In February 1999, Dr. Hutchins organized and moderated a meeting of agencies and organizations concerned about the illegal commercial bushmeat trade in tropical Africa. The meeting resulted in the formation of the Bushmeat Crisis Task Force (BCTF)—a national coalition of more than 30 major U.S. conservation organizations and zoological parks working to find solutions to this significant and complex conservation challenge. He chaired the BCTF Steering Committee from 1999-2004. Michael also was responsible for establishing and managing the Butterfly Conservation Initiative (BFCI), a collaborative effort of over 50 AZA zoos and aquariums, conservation organizations, state and federal wildlife agencies, universities and other partners to recover the 22 federally listed imperiled butterflies in the United States and Canada.

Asked about the challenges ahead, Michael said, "I am very excited about the potential

of The Wildlife Society to have a real and lasting impact on wildlife management, conservation and science in North America and worldwide. I look forward to working cooperatively with the TWS Council and membership to reach our shared goals." He further added that: "This organization is now poised for positive and effective change. Among the many exciting prospects ahead include identifying our organization's unique niche in the conservation and resource management community; growing our membership; improving our Web site, publications and conferences; streamlining and expanding our professional development and certification programs; strengthening partnerships with relevant government agencies, academic institutions and other organizations; supporting our chapters, working groups and student members; strengthening our collective influence on key decision makers and government policy; raising the profile of our organization in the national press and developing a solid financial foundation so that we can accomplish our objectives."

## POLICY ACTIVITIES

Continued from Page 7

Hatch Act programs in half in FY 2006, with the intention that both be terminated in FY 2007. These funds would instead be used to support competitive funding through the National Research Initiative and a newly created \$75 million regional, state, and local competitive grants program. The National Research Initiative funding would also increase by \$70 million, to \$250 million, under the President's budget. The House and Senate, however, did not agree with the request to convert the formula grants to competitive grants and would restore funding for both programs to their FY 2005 levels. In addition, the House would appropriate \$215 million to the National Research Initiative, \$35 million more than FY 2005, while the Senate would appropriate \$190 million.

## Errata

Our apologies to Jeanne Jones for listing her as the Southwest Section president in Meetings of Interest (Issue No. 331). In fact, she is president of the Southeast Section.

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# STUDENT VOICES

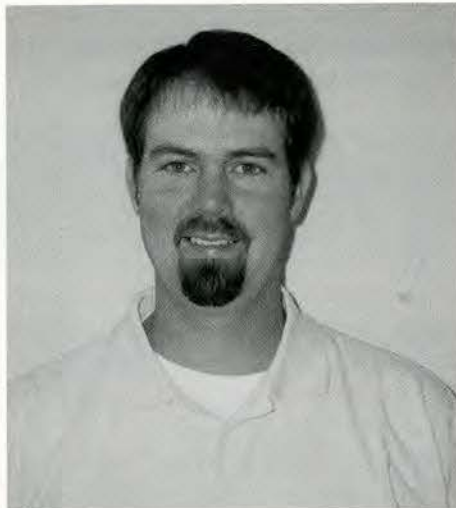
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## Where Are All the Wildlife Jobs?

We do not seek jobs in this profession to get rich, we seek them because we have an inherent passion for our natural resources, and frankly, our work is fun. The importance of wildlife conservation is largely unrecognized by society; consequently, conservation funding is limited, and competition for jobs is fierce. Procuring wildlife jobs is a daunting task for recent graduates, and it is common for potential biologist to "settle" for positions in an unrelated field. It is a dual issue, influenced by wildlife students and wildlife professionals. Students who fail to find a wildlife position may become disenchanted with the profession. Professionals may overlook recent graduates and potentially superlative wildlifers because they have limited experience. Without increased numbers of wildlife positions, society loses critical research and management of the natural resources it depends on. What can we do about it?

It is the responsibility of wildlife students to excel as students of the profession. If you are sincere about the profession, you must take academia seriously. Jack Ward Thomas said it best: "Education cannot make a professional, but a professional cannot exist without appropriate education." Academia is the foundation of our science-based profession, and mediocre efforts are typically not rewarded in this competitive field. Beyond academia, students must take every opportunity to gain wildlife-related experience as undergraduates, including volunteer work, internships, and summer jobs.

Along with taking responsibility for education and experience as undergraduates, students must establish a rapport with professors, graduate students, wildlife agencies, and wildlife organizations. Although the web is certainly a valuable resource, complacency with web-based communication is perilous.



There is no substitute for face-to-face contact. TWS is an important venue for students interested in professional development. Active involvement beyond TWS student chapters is essential to establish connectivity with wildlife professionals. Networking drastically increases your chances of obtaining a position, and provides you with contacts that can be vital tools for increasing efficiency in future jobs. Involvement in TWS programs and meetings at the international, national, section, and state chapter levels provide invaluable opportunities for students to mingle with professionals.

Most wildlife positions require wildlife related experience; yet most wildlife-related experience cannot be gained without wildlife positions. Recent graduates often leave educational institutions with little to no experience, so how can they break into the work force? Certainly, students must do their part by excelling in academia, volunteering for wildlife related work, and becoming involved in wildlife organizations. Professionals should be equally compelled to help students. Since professionals may intimidate students, it is helpful when

professionals reach out and encourage students to establish contacts with prospective employers. These employers must provide opportunities for internships and volunteer work, and work collaboratively with educational institutions to match ambitious undergraduates with mutually beneficial positions. They must also honor the efforts of recent graduates, and accept that experience will be limited, and can only come with time in the field. Likewise, students should be aware that prospective employers are more likely to provide permanent positions for individuals that perform well in internships or volunteer work.

The reality is that there are more people interested in working in wildlife than there are jobs in this field. Wildlife students do not have the luxury of sitting back and letting employers come to them; therefore, students must take every opportunity to optimize their experiences. It can be viewed as survival of the fittest, where only the best and brightest students make it in our field. However, conservation funding is the limiting factor in job placement, not conservation needs. We need increased research and management positions to meet the world's conservation needs. We cannot afford to lose prospective wildlifers, and we should encourage the efforts of all who are interested in wildlife conservation. As students and professionals, it is our responsibility to influence society's perception of conservation needs, increase employment opportunities, and ensure sustainability of our natural resources as well as those interested in our vocation. Moreover, I hope to be gainfully employed soon to fulfill my inherent passion for wildlife conservation.

*Jonathan C. Shaw, PhD  
TWS Student Affairs Committee Chair  
NC State University, Fisheries and  
Wildlife Program*

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# FROM HERE AND THERE

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## Nominations Sought for WMI's Prestigious Touchstone and Presidents Awards

Nominations may be submitted now for the Wildlife Management Institute's **2006 Touchstone and Presidents awards**. These awards recognize exceptional professional creativity, ingenuity and tenacity in effecting a particular program that, within the past several years, has notably advanced the cause or prospect of sound resource management and conservation in North America. Nominations can be for programs in any natural resource discipline. The Presidents Award honors a state, federal, provincial or other natural resource agency's or institution's division, department, office or program for some unique, innovative and successful program. The Touchstone Award salutes a natural resource management professional or group of professionals in the public and/or private sector for a program of creativity, "above and beyond" effort and accomplishment.

Nominations must include a letter that specifies (1) the name and mailing and email addresses of the prospective nominee(s), (2) the name and mailing and email addresses of the nominator(s), (3) a brief synopsis of the accomplishment, including its origin and dates, and (4) the names and phone numbers of three individuals who can give independent testimony about the value, scope and other merits of the achievement. The awards will be announced and presented at the 71st North American Wildlife and Natural Resources Conference, which will be held in March 2006, at the Hyatt Regency Columbus in Columbus, Ohio. Award winners will be profiled in the 71st Conference Transactions. Nominations should be sent to: **WMI Awards, Wildlife Management Institute, 1146 19th Street, NW, Suite 700, Washington, DC 20036, or by email to mail to: [bmckown@wildlifemgt.org](mailto:bmckown@wildlifemgt.org)**. The submission deadline is **December 1, 2005**. For other information about the awards, including

previous awardees, go to [www.wildlifemanagementinstitute.org/pages/awards.html](http://www.wildlifemanagementinstitute.org/pages/awards.html).

## SandPiper Expands 2006 Grants to Include New Equipment

Sandpiper Technologies has expanded its grant/rental fleet to include new wireless, digital and fuel cell technology. The new Sandpiper tools for wildlife research include:

- Sentinel Fuel Cell Remote Power System provides greater access to remote locations.
- Sentinel ELF 24 Digital Video Recorder replaces old analog recorders
- Wireless TreeTop Peeper Telescoping Video Inspection System replaces cabled units
- Peeper Burrow Video Probe includes longer video probe extensions

Sandpiper Technologies, Inc. (STI) loans its rental fleet of video research equipment to approximately 15 biology students each field season. The company has offered single-season grants since 1988 to further the educational goals of students studying wildlife biology and ecology. **The application deadline for the STI Equipment Grant Program 2006 field season is December 1, 2005.** Application requirements, equipment list and grant criteria are posted on the web site at: [www.sandpipertech.com](http://www.sandpipertech.com).

## Cougar Network Publishes "Wild Cat News"

The Cougar Network is North America's foremost non-profit organization researching cougar presence east of their established range. Their primary activities include: (1) conducting research regarding potential cougar habitat and cougar-human interactions, and (2) maintaining a database of cougar presence as confirmed by their team of wildlife experts (comprised of several Certified Wildlife Biologists). The Cougar Network promotes relationships among universities, conservation agencies,

independent researchers, and the general public regarding cougar issues, and is widely regarded as the most reliable NGO studying cougars east of their range.

The Cougar Network is currently seeking members to strengthen their organization. One of the benefits of membership in the Cougar Network is a subscription to their tri-annual newsletter, "Wild Cat News." This beautifully illustrated publication features compelling in-depth articles about North America's wild cat species. It is a must read for anyone interested in wild cat biology and conservation. A free copy of the June 2005 issue can be accessed from the Cougar Network's website ([www.cougarnet.org/](http://www.cougarnet.org/)). This is the inaugural issue of Wild Cat News, and focuses primarily on Cougars in the Midwest and Jaguars in Arizona. Upcoming issues will focus on bobcat, lynx, and ocelot research, as well as updates on cougar status and management.

## Dennis Raveling Scholarship

The Dennis Raveling Scholarship for Waterfowl Research is awarded annually to a student(s) with a desire to pursue a career in waterfowl or wetlands ecology. Awards are based on the candidate's resolve, high academic achievement, and project merit. Candidates must be pursuing an advanced university degree in: wildlife, zoology, botany, ecology, or other pertinent biological science. Applicants should submit a **ONE** page proposal summary description on an original research or management project. Applicants should be prepared to submit a detailed project proposal if requested. The Scholarship is intended to provide field experience and training in the tools, methods, and concepts of waterfowl and wetlands research and management. A committee composed of previous students and professional colleagues of Dennis Raveling will select the winning candidates. There will be two Awards given this year. **1<sup>st</sup> Place will be \$2000 paid in quarterly installments, and 2<sup>nd</sup> Place will be \$1,000**

**paid in quarterly installments.** Applicants should submit a resume and a brief (one page) study proposal or statement explaining the course of study for which they need support. This material must be accompanied by a letter from a faculty member indicating willingness to sponsor the candidate and detailing any requirements (e.g. provision for a final report or thesis) for receiving university credit. Names and phone numbers of two references are also required (include at least one University instructor and/or previous employment supervisor). *All materials should be submitted by October 31, 2005.* Complete package should include: 1-page, single-spaced Proposal Summary, resume, statement of interest, letter of support from faculty member, and names and phone numbers of two references. Mail to: **California Waterfowl Association, 4630 Northgate Blvd., Suite 150, Sacramento, CA 95834; Attn: Nicole Berset.**

### **New Book: *How about it, Writer?***

Written by H. Charles Romesburg, this book is a unique reference intended to help students and professionals in the natural resources fields write better. It contains lists of 1,616 great opening sentences from classical essays, 1,633 great titles, and hundreds of great transition sentences, ways of saying "for example," and ways of closing nonfiction pieces – along with instructions and illustrations for using them as models for your writing. Over the years, the author compiled the lists from reading more than 12,000 essays. *How about it, Writer?* is available for \$16.95 from Lulu Press, [www.lulu.com](http://www.lulu.com); the first two chapters can be previewed there. It is also available from booksellers for \$22.95. (ISBN 1-4116-2862-4)

### **New Approaches to Studies of Home Range, Habitat Selection and Space Use**

Radiotelemetry has become an important tool in many modern studies of animal ecology, behavior, management and conservation because of the dramatic increases in our technological capabilities to locate animals. It is common to use radiotelemetry to study animal movement, survival, migration, dispersal, space use, home range size, habitat use, and resource

### **NEED TO E-MAIL TWS OFFICERS?**

**President** Richard A. Lancia  
[lancia@unity.ncsu.edu](mailto:lancia@unity.ncsu.edu)

**President-Elect** Robert D. Brown  
[rdbrown@tamu.edu](mailto:rdbrown@tamu.edu)

**Vice President** John F. Organ  
[john\\_organ@fws.gov](mailto:john_organ@fws.gov)

**Past-President** Daniel J. Decker  
[djd6@cornell.edu](mailto:djd6@cornell.edu)

selection. New approaches to analysis of radiotelemetry data dramatically improve our ability to evaluate and estimate animal's home range requirements and habitat selection by applying information-theoretic model-building methods. Designing and analyzing studies of animals using radiotelemetry will be improved substantially through knowledge of the powerful statistical tools which have been developed for these data as well as how to apply basic principles of finite population sampling. Participants in this two and a half day workshop (either January 3-5 or March 13-15, 2006) will explore these powerful tools for estimating home range size, survival rates, habitat use, and resource selection by applying them to real data on continuously monitored elk and deer at Starkey Experimental Forest and Range as well as data on mammals and birds from other studies. Class size is limited to 22 participants. Workshop participants will accrue 20 contact hours toward The Wildlife Society's Professional Development Program. To learn more details visit [www.cnr.uidaho.edu/population\\_ecology](http://www.cnr.uidaho.edu/population_ecology). For further information or workshop registration contact: **Oz Garton or Karla Makus, Department of Fish and Wildlife Resources, University of Idaho, Moscow, ID 83844-1136 or 208-885-6434 or email [fish\\_wildlife@uidaho.edu](mailto:fish_wildlife@uidaho.edu).**

### **Animal Abundance: Estimating "True" Number of Birds or Mammals Present**

Wildlife biologists, conservation biologists and animal researchers in general are being challenged to provide unbiased estimates of the "true" number of birds or mammals present on a site. Traditional methods such as point counts for birds are being

denigrated as nothing more than indices of abundance biased by observers' abilities and attitudes. Aerial surveys of large mammals are criticized for not counting all of the animals present. Recent developments in theory and methods provide invaluable assistance to biologists, managers, and researchers facing this challenge. This two and one-half day workshop (either January 5-7 or March 15-17, 2006) is designed especially for wildlife, conservation, and other natural resource professionals needing an introduction or in-depth summary of recent developments in our approaches to eliminating observer and other sources of bias from estimates of abundance and density of birds and mammals. Participants will learn how to use paired or double observer approaches to surveys as well as radiotelemetered animals to remove visibility bias from raw counts. Participants will gain hands-on experience in the use of statistical and proprietary analysis software by analyzing recent data from bird and mammal surveys in the Pacific Northwest. Class size is limited to 22 participants. Workshop participants will accrue 20 contact hours toward The Wildlife Society's Professional Development Program. For more details visit our web site at [www.cnr.uidaho.edu/population\\_ecology](http://www.cnr.uidaho.edu/population_ecology). For further information or registration contact: **Oz Garton or Karla Makus, Dept. of Fish and Wildlife, University of Idaho, Moscow, ID 83844-1136; 208-885-6434; FAX 208-885-9080; [fish\\_wildlife@uidaho.edu](mailto:fish_wildlife@uidaho.edu).**

### **Don't Miss the Rest of Siskiyou Field Institute's (SFI's) Field Season!**

SFI offers fun and engaging field programs for people aged 6-80, and our 2005 programs are still underway! Join SFI's cadre of dedicated naturalists in exploring the **natural features** of the Klamath-Siskiyou region. SFI will be holding courses into February this year! For more information, or to sign up for a class, call 541-592-377 or go online at [www.thesfi.org](http://www.thesfi.org).

**Wild Salmon Weekend, October 21 to 23, Cave Junction, OR:** Spend the weekend at the historic Oregon Caves

Chateau learning about the incredible life of our native salmon. We'll join expert naturalists to watch the salmon spawn, visit a botanical area to view the area's native plants, look for owls in old-growth forests, and even do a bit of wine tasting. It's a nice mix of fine lodging and active exploring with the region's experts. \$379 per couple, \$255 per single

**Fall Fruiterers I & II: Mycology in SW Oregon, November 11 & 12 and/or November 13 & 14 Ashland, OR:** Join fungi experts Eric McEwen and Ron Hamill in an exploration of the diverse species of Siskiyou fungi. Learn how to identify common mushrooms, including some edibles. The first two days will be geared toward beginners and the second for those who are more experienced. \$90 per session or \$180 for both.

### **One Planet, Many People: Atlas of Our Changing Environment**

In celebration of World Environment Day on June 3, 2005 the United Nations Environment Programme (UNEP) in cooperation with NASA, United States Geological Survey (USGS) and University of Maryland launched *One Planet, Many People: Atlas of our Changing Environment*—a publication that provides visual evidence of environmental change using satellite images, graphics and text. The focus is on the status and trends over several decades, both in physical and human geography. The 332-page hardbound Atlas discusses human influences on our Earth including changes in land use, biological diversity, and climate. One Planet presents visual evidence of global environmental changes – both the good and the bad -resulting from natural processes and human-induced activities including those of the atmosphere, coastal areas, waters, forests, croplands, grasslands, urban areas, and tundra and Polar regions. The Atlas demonstrates how our growing number of people and their consumption patterns are shrinking our natural resource base. The challenge is how do we satisfy human needs without compromising the health of ecosystems. *One Planet, Many People* is an additional wake-up call to this need. You may access the Atlas on line at

[www.na.unep.net](http://www.na.unep.net) or you may purchase a hard copy from [www.earthprint.com](http://www.earthprint.com).

### **Full-day Workshop for Undergrads: "Beginning your Professional Journey"**

**Attention students!** Are you trying to decide whether or not to go to graduate school? Or what sorts of jobs to apply for upon graduation? Eager to prepare for those inevitable interview questions such as "Why should we hire you for this position?" If so, "Beginning your Professional Journey" is the workshop for you. Four sessions will be held including Resumes and Professional Correspondence, Academic and Employer Panels, Networking, and Interviewing. Each participant will have opportunities to practice what they've learned during the Midwest Fish and Wildlife Conference and will be provided with a binder full of resource materials for future use. This workshop will be held on Sunday, December 11 from 8:30 a.m. – 5:00 p.m., and is limited to the first 50 pre-paid registrants. Cost of this full-day workshop is \$10. To sign up, go to [www.midwestfishandwildlife.com/workshops.asp](http://www.midwestfishandwildlife.com/workshops.asp). Questions? Contact **Rebecca Christoffel** ([chris317@msu.edu](mailto:chris317@msu.edu)) or **Jim Schneider** ([schne181@msu.edu](mailto:schne181@msu.edu)). We look forward to your participation!!

### **FALL & WINTER SHORT COURSES Science Strategies Based on Kullback-Leibler Information**

I am starting to plan several one- or two-day short courses for the coming months. The material has been offered previously at a number of locations; some course names have included (the material covered is similar, regardless of the exact course name): Information-Theoretic Methods In Science And Management; Model Selection And Multimodel Inference; Theory And Application Of Aic – Akaike's Information Criterion. The material is based on the book, Burnham, K. P., and D. R. Anderson. 2002. Model selection and multimodel inference: a practical information-theoretic approach. 2<sup>nd</sup> Ed. Springer-Verlag, New York, NY, 488pp. These short courses can be hosted, organized, and delivered at your

university, agency headquarters, or training centers. Each short course is tailored to the specific audience. Additional details at <http://aicanderson4.home.comcast.net>. Please contact David R. Anderson at [aicanderson1@comcast.net](mailto:aicanderson1@comcast.net) if you are potentially interested in organizing a short course at your location.

### **Alpine Study Site Available**

Alpine study site available with a complete 40-year continuous run of data on *Lagopus leucura*. Easily accessible during May through October. Most birds banded with known histories. Numerous research hypotheses to be tested. Ideal for LTER with possible close in housing (to be arranged with local University). Long-term investigator available for "training" in techniques and location. Access to long-term data set negotiable. Queries from Principal Investigators and graduate students welcome. Available starting in 2006. Please contact: **Clait E. Braun, Grouse Inc.**, [sg-wtp@juno.com](mailto:sg-wtp@juno.com).

### **Need to E-mail TWS Staff?**

**Ad. Info. for WSB:**  
[gene@wildlife.org](mailto:gene@wildlife.org)  
**Annual Conference:**  
[lisa@wildlife.org](mailto:lisa@wildlife.org)  
**Awards:** [yanin@wildlife.org](mailto:yanin@wildlife.org)  
**Changes of Address:**  
[lisa@wildlife.org](mailto:lisa@wildlife.org)  
**Committees:** [yanin@wildlife.org](mailto:yanin@wildlife.org)  
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**Web Page:** [james@wildlife.org](mailto:james@wildlife.org)  
**Certification:** [cj@wildlife.org](mailto:cj@wildlife.org)  
**Wildlife Policy:** [laura@wildlife.org](mailto:laura@wildlife.org)

### **Not Sure?**

[tws@wildlife.org](mailto:tws@wildlife.org)



# MEETINGS OF INTEREST

## 2005

- Sept. 29-Oct. 2 **Western Bird Banding Association 78<sup>th</sup> Annual Meeting**, Santa Monica College, Camarillo, CA. ([www.treeswallows.org](http://www.treeswallows.org)).
- Oct. 1-4 **Frontiers of Wolf Recovery:Southwestern United States and the World**, Antlers Hilton Hotel, Colorado Springs, CO ([www.wolf.org](http://www.wolf.org)).
- Oct. 12-16 **Raptor Research Foundation (RRF) Annual Meeting**, KI Convention Center, Green Bay, WI (<http://biology.boisestate.edu/raptor> or contact Dan Varland 360/538-4582; [daniel.varland@rayonier.com](mailto:daniel.varland@rayonier.com)).
- Oct. 16-19 **Southeastern Section of The Wildlife Society**, St. Louis, MO; in association with the Southeastern Association of Fish & Wildlife Agencies Conference. (Jeanne C. Jones; [jjones@cfr.msstate.edu](mailto:jjones@cfr.msstate.edu)).
- Oct. 16-19 **Southeastern Association of Fish and Wildlife Agencies Annual Conference**, St. Louis, MO. ([www.mdc.mo.gov/seafwa](http://www.mdc.mo.gov/seafwa); email: Denise.Bateman@mdc.mo.gov; phone: 573/522-4155 ext. 3150)
- Oct. 17-19 **Natural History and Management of Bats Symposium**, preceding the North American Symposium on Bat Research. Sponsored by TWS-Western Section. Sacramento, CA ([www.tws-west.org](http://www.tws-west.org) or [rhyse@adelphia.net](mailto:rhyse@adelphia.net)).
- Oct. 20-21 **The King Ranch Institute for Ranch Management Holt/CAT Symposium on Excellence in Ranch Management: Tools for Ranch Management - Goals, Decisions, and Financial Viability**, Texas A&M University-Kingsville (Diana Doan-Crider, 361/593-5401 or [d-crider@tamuk.edu](mailto:d-crider@tamuk.edu)).

- Dec. 10-14 **Ninth National Wild Turkey Symposium** (held in conjunction with the 66th Midwest Fish and Wildlife Conference), Amway Grand Plaza Hotel, Grand Rapids, MI (Al Stewart, [stewarac@michigan.gov](mailto:stewarac@michigan.gov); Tom Hughes, [thughes@nwtf.net](mailto:thughes@nwtf.net)).
- Dec. 11-14 **66th Annual Midwest Fish and Wildlife Conference**, Amway Grand Plaza Hotel, Grand Rapids, Michigan. The conference theme is: Bridges to Understanding: Linking Multiple Perspectives. ([www.midwestfishandwildlifecom](http://www.midwestfishandwildlifecom)).
- Dec. 11-15 **North Central Section of The Wildlife Society**, Grand Rapids, MI; in association with the Midwest Fish & Wildlife Conference. (Dennis J. Browning; [dennis.browning@mdc.mo.gov](mailto:dennis.browning@mdc.mo.gov)).

## 2006

- Feb. 8-10 **Western Section of The Wildlife Society**, Sacramento, CA. (Cynthia Graves Perrine; [cperrine@berkeley.edu](mailto:cperrine@berkeley.edu)).
- March 6-9 **22nd Vertebrate Pest Conference**, Berkeley Marina DoubleTree Hotel, Berkeley, CA ([www.vpconference.org](http://www.vpconference.org) or contact Terry Salmon, [tpsalmon@ucdavis.edu](mailto:tpsalmon@ucdavis.edu); 858-694-2864).
- March 8-10 **Northwest Section of The Wildlife Society Annual Meeting**, Boise, ID (Mike Goldstein, 907/586-7905; [migoldstein@yahoo.com](mailto:migoldstein@yahoo.com)).
- March 22-25 **71st North American Wildlife and Natural Resources Conference**, Hyatt Regency Columbus, OH (Richard E. McCabe, 202/371-1808; Fax: 202/408-5059).
- April 23-26 **Northeast Section of The Wildlife Society**, Burlington, VT; in association with the Northeast Fish and Wildlife Conference. (Mark Ellingwood; [mellingwood@wildlife.state.nh.us](mailto:mellingwood@wildlife.state.nh.us)).

## Need a Job? Have a Job to Fill?

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# NEWS FROM HEADQUARTERS

## COMBINED FEDERAL CAMPAIGN

### REMINDER

#### Attention Federal Employees!

The Wildlife Society is a participant in the U.S. Government's Combined Federal Campaign. This program encourages charitable giving among federal employees by making it easy! Federal employees choose the nonprofit group to which they want to make a contribution and how much they want to give. The government then deducts that amount from your paycheck and forwards it to the appropriate charity. Donors avoid the hassle of writing checks and addressing envelopes. And by giving a small amount from each paycheck, you often are able to give more than if you made a single, once-a-year contribution. The result is increased support of important charitable work such as the wildlife conservation activities of The Wildlife Society, [www.wildlife.org](http://www.wildlife.org). If you are a federal employee, please consider The Wildlife Society in your 2006 charitable giving. Look for us on the Combined Federal Campaign list of National/International Organizations (ID #2678). Contact your personnel office for assistance in signing up. Thank you!

## Did You Know?

- TWS has over 460 retired members.
- Retired members pay a discounted membership fee (\$15 in 2005).
- Retired membership is available to anyone who has been a member of TWS for 25 or more years and is currently retired.
- Expenses you incur as a TWS volunteer often may be deducted on your federal taxes as a charitable donation.



## Website Upgrade

The Wildlife Society's website has been renovated, with a completely new look and feel. Areas of interest have been highlighted, making it easier than ever to find the things you're looking for on the site. This is only the first step in a continuing process that will introduce many new features for TWS members and make [wildlife.org](http://wildlife.org) a "must see" site for news and information.

## TWS Bookstore Associates with Amazon.com

The Wildlife Society has begun developing a bookstore, in association with Amazon.com, that will feature a selection of books of interest to the wildlife professional, from field guides to essays to scientific volumes, all brought together for easy browsing. Every purchase made through our Amazon Associates store earns TWS a commission, helping the Society improve and expand our professional programs, educational outreach, and members' services.



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