



THE WILDLIFER

March-April 1995

THE WILDLIFE SOCIETY

Issue No. 269

Excellence in Wildlife Stewardship Through Science and Education

"NEW" WILDLIFE SOCIETY BULLETIN TO DEBUT

The Spring 1995 issue of the *Wildlife Society Bulletin* marks the beginning of a new direction in communication for wildlife professionals with a redesigned format and new dimensions in content. On the outside you will find little that resembles the former *Bulletin* with a new, larger size format and color cover. But the real change will be inside with its much more diverse contents and variety of article styles to better serve wildlife and resource managers and conservationists.

The newly reformatted *Bulletin* will promote the timely exchange of quality resource management information among wildlife professionals and those in related disciplines. The *Bulletin* will publish refereed articles as well as edited features that include case studies, subject reviews, announcements, letters, opin-

ions, comments, experiences, and a variety of other communication formats on all aspects of wildlife management and decision-making. The Spring issue, for example, contains a Feature Article, and features on International Perspective, Conservation Views, Critically Questioning, Special Topic, The Human Side, Techniques & Applications, Field Experiences, Opinions, Counterpoint, and several different Department sections.



The format will continue to evolve throughout 1995 with the addition of new features, incorporating comments from readers, adding more graphic elements, modifying existing designs to ensure a consistent look, and incorporating advertising for products and services relevant to wildlife professionals. However, the *Bulletin* cannot continue to evolve without your help.

Currently at the printer, the reformatted *Bulletin* is scheduled to be mailed during the last week of March. So, if you subscribe to the *Wildlife Society Bulletin*, be on the lookout, and if you don't subscribe, this is the perfect time to get a subscription. We hope you'll examine this new direction for the *Bulletin*, let us know if we are on the right track, and consider contributing to this new communication opportunity or suggesting features or advertisers you'd like to see included.

- Meet the Candidates for Vice President and Western, Northwest, and North Central Section Representatives**
- Photo Contest at 1995 TWS Conference**
- New E-Mail Address for TWS**
- Jobs! Jobs! Jobs!**

WILDLIFE POLICY ACTIVITIES

Biological Capability in the NRCS Must Be Preserved

The Wildlife Society is working closely with the head of the Natural Resource Conservation Service to ensure that the agency maintains an effective biological capability. It is especially important to retain a critical mass of biologists as the NRCS takes a broader temporal and spatial view of managing private lands. TWS is committed to helping the NRCS succeed in achieving its natural resource conservation goals, and is prepared to work closely with the agency to help persuade key individuals within the government of the importance of biologists to the success of the NRCS.

TWS Works to Keep Science in the Department of the Interior

TWS is concerned about proposed cuts in the scientific and research programs in the Department of the Interior. Currently, much controversy centers around the National Biological Service, which houses almost all of the science, research, and monitoring capabilities of Interior's land management agencies. It is critical that these functions continue. In the event that Congress does not appropriate funds for the NBS, it is imperative that adequate funding be secured to retain the scientific capabilities within the department.

To achieve excellence in management, excellence in science must be achieved first. To maintain healthy wildlife populations while providing for a variety of other land uses, management programs must be based on the results of quality scientific investigations that produce objective, relevant information. Scientists are needed to identify and analyze alternative management options for considerations by policy makers. If the science budget of the Interior land management agencies is stripped, the ability of its managers to carry out their crucial duties will be jeopardized.

The Wildlife Society has asked the Appropriations Subcommittee on Interior and Related Agencies to ensure that the scientific and research functions of the Department of the Interior are retained, and has entered a letter into the official hearing record concerning proposed Interior rescissions for FY 1995.

Fish and Wildlife Diversity Funding Initiative

The Wildlife Society and the American Fisheries Society, in cooperation with the International Association of Fish and Wildlife Agencies which is spearheading the effort, have launched a campaign in support of the Fish and Wildlife Diversity Funding Initiative. This initiative aims to provide critically needed funds for wildlife conservation, outdoor

recreation and environmental education. The initiative includes modest surcharges on a spectrum of outdoor products to raise the \$350 million needed for conservation, recreation, and education programs in all 50 states. The surcharge would affect backpacks, sleeping bags, tents, hiking boots, binoculars, cameras, film, backyard wildlife supplies such as bird seed, field guides, and recreational vehicles.

The professional wildlife community has a tremendous leadership opportunity to establish critically needed funding to protect species that are not hunted, fished, or endangered. TWS recently sent packets of information on this Initiative to sections and chapters across the country. If you have questions or need additional information, contact your section or chapter leaders, or contact Tom Franklin at (301) 897-9770, or at our new e-mail address: tws@wildlife.org.

Wetland Policy Considered by House Committee on Resources

Don Young, Chair of the House Committee on Resources, has appointed a task force to address wetland policy issues. TWS believes that enormous historical loss of wetlands, the importance of wetlands functions, and their values to society, mandate a national policy to protect wetlands. The Society's report, "Mitigation Banking and Wetlands Categorization: The Need for a National Policy on Wetlands," is an exhaustive review of technical information on wetland mitigation and categorization options. This report represents the best thinking on wetlands conservation from within the wildlife profession and reflects the available science and its applicability to wetlands policy. TWS has used this report and a companion fact-sheet to urge the House Committee on Resources to promote wetlands protection and restoration.

Deer Management in Gettysburg National Military Park

TWS recently submitted comments on the Draft Environmental Impact Statement, White-tailed Deer Management Plan for Gettysburg National Military Park and the Eisenhower National Historic Site. Several experts on deer management in the northeastern United States reviewed the DEIS on behalf of the Society. The DEIS proposed several management alternatives and TWS did not endorse any one alternative, but commented on specific inaccuracies in the DEIS regarding vaccines, safe transportation methods, reproductive cycles, and hunting methods.

In general, the reviewers found that the plan focused on narrow management objectives, which included maintaining woodlots and cropfields. The deer population, and methods chosen by the Park Service to control it, impact landowners and agencies outside of park boundaries. TWS recognizes the deer management problem as part of a larger, Service-wide issue: National Parks cannot be managed in isolation.

President's Corner

Who are we? Whom do we serve? Few professional wildlifera remain uninfluenced by the diverse publics with whom we interact regularly. Understanding the values, concerns, and desires of the Public has become an essential part of effective resource stewardship. Adapting the profession to changing cultural perspectives will challenge us in the years ahead.



Erik Fritzell

I recently asked the head of Oregon's Wildlife Law Enforcement organization, "What was the single most important university course a prospective wildlife conservation agent might include as an elective in their coursework?" He quickly responded, "A foreign language -- preferably Spanish -- and if not a language, then any coursework that fosters understanding of other cultures." For me, this reply brought into focus the practical ramifications of America's changing demography on the world of wildlife management.

An increasingly diverse and fluid human population demands that we gain greater understanding and appreciation of diverse human values. As individuals, our compassion compels us to do so. As a collective body of professionals, however, we take on an additional obligation -- we must be more like them.

I think the membership demographics of The Wildlife Society provide a reasonable reflection of the profession. Those of the profession, however, do not provide a reasonable reflection of the public. The 1500 faces at the 1st Annual Conference suggest that we are changing, but we have a long way to go. It is rare to find a wildlife agency that is not aggressively pursuing minority recruitment and retention. Yet change is slow. Your Council has formed a special committee to examine, "what can TWS do to foster minority participation in the wildlife profession." Rocky Gutierrez is leading this effort and the committee is eager to have input from the membership.

Although the values and interests of diverse ethnic cultures need to be accommodated in our decisions, coping with the urban-rural cultural dichotomy may have more far-reaching consequences. I suspect recent polarized political debate about environmental issues is a reflection of growing cultural dissonance. It is especially apparent in states with both large expanses of rural landscape and expanding urban centers. I fear that cultural ignorance will foster prejudice -- to the detriment of sound wildlife management and environmental policy. As the human population becomes more urban, the land-human connection becomes more remote. Most of us still remember a relative who farmed or otherwise made a living from the land. Soon only faded photographs will remind us of our cultural dependency upon the land. The expectations of an urban public will be different from those with closer ties to rural life. I fear

that places in which wildlife abounds will become only places for people to visit. Embracing Leopold's Land Ethic has never been more important. Yet Leopold's metaphors -- however profound -- may be insufficient.

"There are two spiritual dangers in not owning a farm. One is the danger of supposing that breakfast comes from the grocery, and the other that heat comes from the furnace." (Leopold 1969).

Although ecologists may appreciate such truths, will an urban public? will tomorrow's wildlifera? Multiculturalism embraces more than racial, ethnic, gender, and other obvious dimensions. One's "culture of place" has become a major dimension in many political debates. Although science transcends cultural differences, its prudent application will demand mutual understanding and sensitivity. Establishing the relevancy of wildlife and healthy ecosystems in the minds (and culture) of an increasingly urban public is a challenge we all must address. Although their goals may vary somewhat, other enterprises with rural foundations, such as forestry and agriculture, face a similar challenge. Urban America is beginning to recognize that rural landscapes and the human cultures they shape have exceptional inherent value. Wildlifera can provide leadership in bridging the urban-rural dichotomy.

Respect the land; respect each other.

THE WILDLIFER

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MEET THE CANDIDATES FOR VICE PRESIDENT

The Wildlife Society's Nominating Committee, chaired by E. Charles Meslow, has submitted the following members as nominees for the office of Vice President. According to the Bylaws of The Wildlife Society, the individual elected Vice-President will serve for a one-year term, succeed to the office of President-Elect for a one-year term, and become President (in September 1997) for a one-year term. The Bylaws also state that additional available nominee(s) may be submitted within 30 days of the date of the mailing of this issue of **The Wildlifer** (the Official Publication of Record) by any voting member in good standing if supported in writing by five (5) percent of the Voting Membership.

ROBERT G. ANTHONY

Personal Data: Born 6 January 1944, Smith Center, Kansas

Education: B.S. (Biology), Fort Hays Kansas State University (1966); M.S. (Wildlife Biology) Washington State University (1968); Ph.D. (Zoology), University of Arizona (1972).

Present Position: Acting Leader and Professor of Wildlife Ecology, Oregon Cooperative Wildlife Research Unit, Department of Fisheries & Wildlife, Oregon State University (July 1994-present).

Former Positions: National Defense Education Fellow, Department of Zoology, Washington State University (1966-69); Graduate Research Assistant, Arizona Cooperative Wildlife Research Unit, University of Arizona (1969-72); Assistant (1972-76) and Associate Professor (1977) of Wildlife Ecology, School of Forest Resources, The Pennsylvania State University; Assistant Leader, Oregon Cooperative Wildlife Research Unit, Oregon State University (1977-94).

Wildlife Society Activities: Member since 1966; Member of Pennsylvania Chapter (1972-77); Member of Oregon Chapter (1977-present); Secretary-Treasurer, Northwest Section; Newsletter Editor, Secretary-Treasurer, Vice-President, and President, Oregon Chapter; Many chapter and Section committees; Northwest Section Representative to TWS Council (1989-92); Publications Committee; chairman, Program Committee, 1995 Annual Conference.

Other Professional Affiliations: Ecological Society of America; Society for Conservation Biology; American Society of Mammalogists; Society of Northwest Vertebrate Biology; Member of Northern Spotted Owl and Pacific States Bald Eagle Recovery Teams; Member of the EPA Science Advisory Panel, Federal Insecticide, Fungicide, Rodenticide Act (1988-present).

Principal Professional Interests: Population dynamics and habitat relationships of wildlife; wildlife population analysis; forest-wildlife relationships; environmental contaminants in wildlife.



Robert G. Anthony

JOHN G. KIE

Personal Data: Born 21 February 1950, Huntington, New York

Education: B.S. (Forestry and Conservation) (1972); M.S. (Wildland Resource Science) (1973); Ph.D. (Wildland Resource Science) (1977) all from University of California, Berkeley.

Present Position: Research Wildlife Biologist, U.S. Forest Service, Pacific Southwest Research Station, Fresno, California (1980-present); Affiliate Associate Professor, Department of Biology and Wildlife, University of Alaska Fairbanks (1989-present).

Former Positions: Visiting Assistant Professor, Department of Zoology, Arizona State University, Tempe (1977-1978); Lecturer and Associate Specialist, Department of Forestry and Resource Management, University of California, Berkeley (1978-1979); Assistant Research Range Ecologist, Department of Agronomy and Range Science, University of California, Davis (1979-1980).

Wildlife Society Activities: Member since 1971; Certified Wildlife Biologist since 1980; Faculty Advisor, Arizona State University Student Chapter (1977-1978); Publication Awards Committee (1982-1984); and Chair (1994); Conservation Education Awards Committee (1984-1985); Special Publications Identification Committee (1988-1989); Chair, Publications Committee (1988-1989); Aldo Leopold Medal Award Committee (1992-1993); President of Western Section (1988); Western Section Representative to Council (1989-1992).

Other Professional Affiliations: American Society of Mammalogists, Society for Conservation Biology, Society for Range Management.

Principal Professional Interests: Ungulate habitat relationships, behavioral ecology, livestock-wildlife interactions, GPS/GIS applications

VIEWS: I want to begin by saying how honored I am to be running for Vice President. Today, I suppose as always, is a



John G. Kie

MEET THE CANDIDATES FOR NORTH CENTRAL SECTION REPRESENTATIVE

The Executive Boards of the North Central, Northwest, and Western Sections of The Wildlife Society have provided the following members as nominees for Section 3 Representative, Section 6 Representative, and Section 7 Representative, respectively, to Council. According to the Bylaws of The Wildlife Society, additional available nominee(s) may be submitted within 30 days of the date of the mailing of this issue of **The Wildlifer** (the Official Publication of Record) by any voting member in good standing if supported in writing by five (5) percent of the Voting Membership within the Section represented.

DIANA L. HALLETT

Personal Data: Born 11 February 1951, Madison, Wisconsin. Married.

Education: B.A. (Zoology), University of Missouri (1973); M.S. (Wildlife Biology), Missouri Cooperative Wildlife Research Unit, University of Missouri (1977).

Present Position: Wildlife Research Supervisor, Missouri Department of Conservation (1989-present).

Former Positions: Wildlife Research Biologist, Missouri Department of Conservation (1979-89); Research Coordinator for Habitat Evaluations Procedures (HEP), Missouri Department of Conservation (1978-79); Wildlife Manager, Wisconsin Department of Natural Resources (1977-78).

Wildlife Society Activities: Member since 1973. Nominating Committee (1990-1991); Support for Symposia and Conferences (1992); WSB Editorial Panel (1994); Sustainable Use of Ecosystem Resources Working Group. North Central Section: Professional Award of Merit Committee (1990); Symposium Committee (1986-87); Missouri Chapter: Professionalism Committee (1986-87); Professional Development Committee (1985-86); President (1986) Secretary (1983).

Other Professional Affiliations: Missouri Academy of Science; The Nature Conservancy; National Wild Turkey Federation; Conservation Federation of Missouri; American Forage and Grassland Council; Missouri Native Plant Society; Missouri Agricultural Land Management Resource Institute.

Principal Professional Interests: Integrating research across disciplines, agricultural impacts, merging natural resource management with other land uses.

VIEWS: Society's decisions today will shape the landscape, its residents, and the quality of life for humans in the future. TWS provides a professional mouthpiece for presenting our viewpoints on natural resource stewardship and management. Our organization has a strong history of using scientifically based information to draft positions. We should maintain this strategy when relating to non-wildlife publics. We can influ-



Diana L. Hallett

DAN SVEDARSKY

Personal Data: Born 26 May 1944, Pueblo, Colorado

Education: B.S. (Biology), University of Missouri, Columbia (1967); M.A. (Botany/Plant Ecology), University of Missouri, Columbia (1969); Ph.D. (Wildlife Biology), University of North Dakota (1979).

Present Position: Professor of Natural Resources, Northwest Agricultural Experiment Station and University of Minnesota, Crookston, and Adjunct Professor of Biology, University of North Dakota (1991-present).

Former Positions: Teaching Assistant, Department of Botany, University of Missouri (1967-69); Instructor (1969-71), Assistant Professor (1971-77), Associate Professor (1977-91), Agriculture Division, University of Minnesota, Crookston.

Wildlife Society Activities: Member since 1967; North Dakota Chapter; Minnesota Chapter, Committee Chair for Awards, Nominations and Elections, and Chapter co-sponsored symposium; North Central Section, President (1991), Secretary (1983), Professional Award of Merit Committee Chair, 1991 Symposium Committee; TWS Committees: Sand and Gravel Reclamation Awards, Habitat Reclamation, and North American Wildlife and Natural Resources Conference - Technical Sessions.

Other Professional Affiliations: Prairie Grouse Technical Council (Chair, 1986-87); North American Wildlife Technology Association (President, 1988); Minnesota Prairie Chicken Society (Co-founder and Past President); Minnesota Zoo (Board of Directors, 1988-92); Advisory Committee Member for Nongame, Natural Heritage, and Scientific and Natural Areas Programs, Minnesota Department of Natural Resources (1990-94); North Dakota Natural Science Society (Current Council Member); The Nature Conservancy (Honorary Life Member).

Principal Professional Interests: Wildlife management in agricultural and surface-mined environments; prairie grouse management; ecological effects of fire.

VIEWS: We live in interesting times--increasing competition for limited resources, change occurring faster than we can, and



Dan Svedarsky

MEET THE CANDIDATES FOR NORTHWEST SECTION REPRESENTATIVE

J. DAVID BRITTELL

Personal Data: Born 10 February 1952, Amarillo, Texas.

Education: B.S. (Wildlife Biology), Washington State University (1974).

Present Position: Assistant Director, Wildlife Management Program, Washington Department of Fish and Wildlife (1994-present).



J. David Brittell

Former Positions: Deputy Director/Assistant Director, Washington Department of Wildlife (1992-94); Game Program Manager, Washington Department of Wildlife (1990-92); Regional Wildlife Biologist, Washington Game Department (1983-90); Wildlife Research Biologist, Washington Game Department (1976-83); Nongame Biologist, Washington Game Department (1975-76).

Wildlife Society Activities: Member since 1975; Associate Wildlife Biologist (1977); Certified Wildlife Biologist (1987); Northwest Section: Conservation Committee, Einarson Award Committee; Washington Chapter, President, Vice President, Secretary/Treasurer, Membership Committee, Fund Raising Committee, Program Committee.

Other Professional Affiliations: Northwest Scientific Association

Principal Professional Interests: Wildlife research; integration of wildlife science with management; and maintaining wildlife diversity.

VIEWES: There are immense challenges ahead of us as wildlife professionals; management of threatened and endangered species, influencing urban growth to the benefit of wildlife, providing recreation to an increasing public as resources decline, living with the downsizing of resource agencies. These activities cause all of us to stretch on a professional and personal level.

We have to conduct good science to understand the needs of species on the edge. We have to engage in the debate on important legislation such as the reauthorization of the Endangered Species Act. We must effectively influence the activities of our natural resource organizations, as well as external agencies that influence wildlife through their activities. As we downsize we must learn to be good human resource managers. New revenue sources may develop, such as the wildlife diversity (nongame) initiative, but generally we will be forced to do more with less.

WAYNE L. REGELIN

Personal Data: Born 11 November 1946, Holdrege, Nebraska.

Education: B.S. (Wildlife Biology) Colorado State University (1968); M.S. (Wildlife Biology) Colorado State University (1971); Ph.D. (Wildlife Biology) Colorado State University (1976).



Wayne L. Regelin

Present Position: Deputy Director, Alaska Division of Wildlife Conservation, Juneau, Alaska (1988-present).

Former Positions: Research Coordinator, Alaska Division of Wildlife Conservation, Fairbanks, Alaska (1982-1988); Wildlife Research Biologist, Denver Wildlife Research Center, U.S. Fish and Wildlife Service, Kenai, Alaska (1977-82); Range Scientist, Rocky Mountain Forest and Range Experiment Station, Fort Collins, Colorado (1975-77).

Wildlife Society Activities: Member since 1968. Certified Wildlife Biologist (1979); President of Alaska Chapter (1983-84); Northwest Section.

Other Professional Affiliations: Arctic Institute of North America.

Principal Professional Interests: Wildlife administration and the application of wildlife management and research information to formulation of wildlife policy.

VIEWES: The Wildlife Society has very capable leadership in the executive branch and on the Council. As a Council member, I would work to strengthen TWS' ability to influence regional and national policies that affect wildlife resources and our ability to manage wildlife resources. I believe one of The Wildlife Society's most important functions is to assist policy makers in the transfer of scientific knowledge into good public policy. TWS should commit the necessary resources to ensure we can provide thoughtful technical analysis on key conservation issues at both the regional and national levels. Reauthorization of the Endangered Species Act and logging in eastern Washington and Oregon are examples of conservation issues in which TWS should provide technical advice and leadership.

I will do my best to represent the interests of all chapters of the Northwest Section if elected to the Council.

MEET THE CANDIDATES FOR WESTERN SECTION REPRESENTATIVE

RICHARD D. WILLIAMS

Personal Data: Born 24 September 1953, Sacramento, California.

Education: Bachelor of Science (Wildlife Biology) Humboldt State University (1976); TWS Professional Development Program Certificate of Recognition (1994).

Present Position: Principal Wildlife Consultant, Environmental Services, Resource Management International, Inc. (1994-Present).

Former Positions: Wildlife Biologist, Pacific Gas and Electric Company (1980-1994); Biological Technician, U.S. Fish and Wildlife Service, Aleutian Canada Goose Recovery Program (1979-1980); Wildlife Seasonal Aid, California Department of Fish and Game, Gray Lodge Wildlife Management Area (1976-1977), Anadromous Fisheries Branch (1977), Waterfowl Research Project (1978); Biological Technician, U.S. Fish and Wildlife Service, Lower Columbia River National Wildlife Refuge (1976); Teaching Assistant, Wildlife Department, Humboldt State University (1976).

Wildlife Society Activities: Member since 1975; Certified Wildlife Biologist (1983); Western Section President (1992-1993), President-Elect (1991-1992), Treasurer (1990-1991); San Francisco Bay Area Chapter Representative to Western Section Executive Board (1989); TWS Certification Oversight Committee (1992); Western Section Annual Conference Program Chair (1992 and Technical Session Chair (various); Western Section Committee Chair (various).

Other Professional Affiliations: Raptor Research Foundation, California Peregrine Falcon Working Team (1991-1994), American Ornithologists' Union, Cooper Ornithological Society, Conservation Unlimited Alumni Association.

Principal Professional Interests: Raptors, cavity-nesting birds, wildlife policy, avian/powerline associations.

VIEWS: All professions require change to succeed. It is an index of the level of complexity within a profession and the creativity of its practitioners. Surgeons who eschew advanced surgical techniques in favor of more "traditional" procedures may lose patients to colleagues or, in some cases, even lose their license to practice. Architects who fail to use the latest in computer-aided design systems are soon out of work. The cord that binds all professions is the need to find solutions to the problems of its clients. And all professionals have clients,



Richard D. Williams

KENT A. SMITH

Personal Data: Born in 17 November 1947 in Sacramento, CA.

Education: B.A. (Biological Sciences) California State University, Sacramento (CSUS) (1971); Completed two years graduate studies in Plant Ecology at CSUS.

Present Position: Consultant in Environmental Policy--Constituent and Governmental Relations; McCollum Associates, Sacramento, CA since (1994-Present).

Former Positions: Natural Resources Program Manager with consulting firm of BioSystems Analysis, Inc. (1991-1994); Nongame Program Manager for the California Department of Fish and Game (CDFG) (1983-1991); Coordinator of the California Wildlife Habitat Relationships Program for the CDFG (1982-1983); Significant Natural Areas Program Manager for CDFG (1979-1982); Energy Facility Siting Planner/Biologist for the California Energy Commission (1976-1978).

TWS Activities: Member since 1973; Certified Wildlife Biologist (1980); Western Section Newsletter Editor (1976-1979); President, Western Section (1982-1983); TWS Certification Committee (1990-1992); TWS Biodiversity Working Group (Current); TWS Sustainable Use of Ecosystem Resources Working Group (Current).

Other Professional Affiliations: Society for Conservation Biology; Association of Environmental Professionals

Principal Professional Interests: Regional/landscape level conservation planning; implementing biodiversity conservation efforts like Gap Analysis; human dimensions/conservation planning interrelationships.

VIEWS: As we move through 1995 with a new congressional focus and with similar changes in many state legislatures, we sit at a critical crossroads in natural resource conservation in the United States. This crossroads was not, however, created by last November's elections. It has been built inch by inch over the entire history of growth, development, social change, and conservation in this country. In a very real sense, "everything has led to this."

Many in the wildlife profession feel threatened by these recent changes. Others see opportunity in them. No matter what your perspective, meeting the daunting challenges facing conservation over the next several years, will not be for the faint of heart.



Kent A. Smith

Wildlife Society Investors Thanked

Thank you to the many members, sections, chapters, and others who made contributions to the *Wildlife Society Investors* campaign last summer. Their generous support enabled TWS to launch a new student travel grant program to provide financial assistance to students attending the First Annual Conference. Travel grant recipients were announced in the November-December issue of *The Wildlifer*. The grants were one of many factors that contributed to a high student turnout at the conference. In future years, funds for student travel grants will be raised through special fund raising activities during the conference such as t-shirt sales and a silent auction. In this way, we can continue this important program while freeing up future *Investors'* funds for other high priority projects. Thank you *Wildlife Society Investors* for once again providing critical start-up funds to help TWS expand in a new direction. In addition to those donors listed below, an additional 49 members made contributions in lesser amounts. Many thanks to all!

WILDLIFE SOCIETY INVESTORS

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 Wendell G. Swank, Cottonwood, AZ
 David K. Whitwill, Kettle Falls, WA

Others
\$35 to \$99

California Waterfowl Association,
 Sacramento, CA
 Deseret Land & Livestock, Woodruff, UT
 Warren & Sweet Mfg. Co., Grand Island, FL
 Western EcoSystems Technology, Inc.,
 Cheyenne, WY

Sections and Chapters
\$250

Central Mountains & Plains Section
 Northeast Section
 Northwest Section
 Georgia Chapter
 New England Chapter

\$100

Arkansas Chapter
 Florida Chapter
 Idaho Chapter
 Iowa Chapter
 Kansas Chapter
 Mississippi Chapter
 Missouri Chapter
 Sacramento Chapter
 South Carolina Chapter
 South Dakota Chapter
 Tennessee Chapter
 Utah Chapter
 Virginia Chapter

< \$100

Indiana Chapter
 Maine Chapter
 Oklahoma Chapter

NEW E-MAIL ADDRESS FOR THE WILDLIFE SOCIETY

We have a new e-mail address:

twswildlife.org

Cut out this notice and tape it to your computer! We sent out a notice of our new address electronically on February 24th; if you didn't get that message, it means we do not have you on our list of e-mail addresses. If you would like to be added to our list, send an e-mail note to the attention of Ruth, our new Policy Intern and e-mail checker.

Dan Lay, Nacogdoches, TX
 Lynn W. Lefebvre, Gainesville, FL
 Fred Leon III, A.W.B., J.D., Edinburg, TX
 Scott Lutz, Lubbock, TX
 Michael & Sharon Machalek,
 Carol Stream, IL
 Eileen Louise Mair, San Jose, CA
 Rex E. Marsh, Davis, CA
 Phil Mastrangelo, Starkville, MS
 Franklin McCamey, Dawsonville, GA
 Gwyn McKee, Gillette, WY
 Burd S. McGinnes, Blacksburg, VA
 Scott M. Melvin, Sterling, MA
 Gene Miller, Bethel, AK
 William G. Minser, Maryville, TN
 Levi L. Mohler, Boise, ID
 Ralph O. Morgenweck, Littleton, CO
 Christopher L. Olson, Chugiak, AK
 Beth Giron Pendleton, Silver Spring, MD
 Robert G. Personius, Anacortes, WA
 Liven A. Peterson, Jr., Boise, ID
 Martin G. Raphael, Olympia, WA
 Donna G. Robertson, Anchorage, AK
 Chandler S. Robbins, Laurel, MD
 Walton B. Sabin, Slingerlands, NY
 Robert L. Salter, Boise, ID
 Wayne W. Sandfort, Arvada, CO
 Carolyn Hull Sieg, Sturgis, SD
 Robert A. Silvester, Welch, WV
 Kent Smith, Sacramento, CA
 Lucille F. Stickel, Franklin, NC
 San & Debra Stiver, Sparks, NV
 Judie Tartaglia, Nevada City, CA
 Ray C. Telfair II, Whitehouse, TX
 Jack Ward Thomas, Arlington, VA
 Chuck Trainer, Corvallis, OR
 Patrick Valkenburg, Fairbanks, AK
 Noreen Walsh, Fairbanks, AK
 William L. Webb, Naples, FL
 Marshall White, Kensington, CA
 Wendell G. Swank, Cottonwood, AZ
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\$250

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 Utah Chapter
 Virginia Chapter

< \$100

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 Oklahoma Chapter

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Diana Hallet - NOMINEE FOR NORTH CENTRAL SECTION REPRESENTATIVE ...Continued from Page 21

ence decisions by being more involved in public forums, policy hearings, and legislative committees. We should take the opportunity to visit and work with those of disciplines similar, but not the same as ours; for example, agronomists, soil scientists, conservation biologists, geographers, political scientists, and foresters. By doing so we can spread our views and at the same time learn others. Cross communication will help create win-win results, rather than polarization. There may also be the chance of recruiting new members who will ultimately strengthen our ranks. The NCS has made strides to foster understanding among midwestern natural resource professionals by sponsoring continuing education sessions and symposia at the Midwest and by promoting joint meetings between disciplines and across state boundaries.

The wildlife profession seems to be evolving at ever faster rates. It would be easier for individuals to keep up to speed if single species biology remained in effect. But our new world encompasses all fauna and more. Healthy ecosystems require knowledge of and actions that include the total picture. My career started out as a species related biologist, a species specialist. I now feel compelled to learn new technologies and interactions between the flora and fauna to function as natural resources professional. I am devoted to continued education and professional development for myself and TWS members. Continuing education credit units (CECUs) are helpful for some folks in obtaining advancements as well as tracking learning experiences.

The Section Representative is your conduit to Council. Membership input, both positive and negative, is vital for TWS. I recognize that all of us as members (and those serving as officers) are volunteers and that TWS responsibilities (including the time to express opinions) are yet another job crowding our already full plates. Always remember that your ideas count.

Dan Svedarsky - NOMINEE FOR NORTH CENTRAL SECTION REPRESENTATIVE ...Continued from Page 21

resource professionals pulled in many directions. The Wildlife Society has never been more important to our professional effectiveness.

Formal education provided the basics for our work, but continuing education and working groups keep us current. Through TWS' position statements, we can clarify personal views and better articulate recommendations in decision-making arenas. Professional meetings provide critically important occasions for personal invigoration and renewal of perspective. With the co-sponsorship of an international congress and by initiating annual conferences, TWS has responded to this need and complements Chapter and Section-sponsored meetings.

We're pretty good at what we do but how can we get better? We must become more integrated in our approach to resource management; realizing economic and political realities and contributions of other disciplines. We cannot do it all so we must promote partnerships with industry and other constituency

groups with healthy habitats as the focus and not, who gets the credit. We must be flexible; not accepting everything that comes along, but looking for opportunities in resource problems. In our landscape view of habitat conservation, we must save the best of what's left of natural areas, restore degraded environments, and create new habitats after disturbances such as surface mining.

In whatever capacity we work with the wildlife resource, we should model personal and professional integrity, and be, in the words of Jack Ward Thomas, "always in the process of becoming all we can be."

J. David Brittell - NOMINEE FOR NORTHWEST SECTION REPRESENTATIVE ...Continued from Page 22

The Wildlife Society provides a forum for us to address the above mentioned challenges. The Wildlife Society must provide leadership on critical issues. It can provide a nurturing environment for professional debates and discussions. The Society must provide education and professional development opportunities with networking amongst our peers to maximize our effectiveness. And our continued participation in activities of The Wildlife Society allows each of us to gain from our peers energy and enthusiasm for the work ahead.

Richard D. Williams - NOMINEE FOR WESTERN SECTION REPRESENTATIVE ...Continued from Page 23

although their identity may not always be obvious. Who are the clients of the wildlife profession? They are the voters, lobbyists, and politicians who influence environmental legislation and budget appropriations. They are the general taxpayers who fund the work of government employees. They are the hunters, fishermen, and birdwatchers who support many environmental programs through their taxes and volunteer efforts. They are the large corporations and developers who provide millions of dollars annually through mitigation assessments and voluntary contributions. They are Earth First, the Wise-Use Movement, the Sierra Club, and Rush Limbaugh. In short, anyone who can influence the way we manage our wildlife trust through thought, word, or deed is a client.

We wildlifers have, traditionally, been poor champions for our profession. Most of us entered the profession with the hope of studying our favorite taxa with minimal outside distractions. The challenge of communicating our philosophies effectively to a sometimes adversarial populace does not come easy for us. Rigid pontifications about endangered species management, preservation of biodiversity, and the basic tenets of our profession often alienate those who we most need to reach. To be truly effective, we need to understand the needs of our "clients," find ways to integrate our goals with theirs, and to use political and regulatory systems to our advantage. This will require creativity, flexibility, and breaching of our "comfort-zone."

Section Representatives serve as liaisons between Section members and TWS Council. If elected, I will be responsive to the direction of the members and the Executive Board and will



Plan to Participate in the **PHOTO CONTEST** to be held at TWS Annual Conference



There will be a photo contest at the TWS 1995 Conference in Portland. Plan now to participate! Here are some more details:

Contest Rules

1. Photos must be taken by the participant. Contest is open to all registered for the conference.
2. Photos (color or black & white) must be mounted on stiff paper backing (photo board, artboard, etc.). A matte is at the discretion of the participant. There will be no glass over photos or any external framing, such as wood or metal.
3. Entry fee is \$1 per photo to help cover contest costs.
4. Mounts up to 16 by 20 inches will be accepted. The photos may be up to this size or smaller. Only prints (no slides) are acceptable.
5. Photo categories: Wild Mammals; Wild Birds; Other Wildlife; Landscapes-Habitats; Humor; and Work in the Outdoors.
6. Judging by conference attendees for 1st, 2nd, and 3rd place in each category and Best-of-Show.
7. Prizes will include certificates or ribbons, plus commercial items or trophies. Winners to be recognized at the Saturday evening awards ceremony.

The contest will display your skills, heighten awareness of wildlife and their habitats, and provide fun as well. If you need more information, contact Richard Davis. If you wish to ship your photo prints rather than carry them with you, mail them to arrive by September 5 to:

Richard Davis
Oakridge Ranger District
46375 Highway 58
Westfir, OR 97492
Phone: (503) 782-2291

support the need for progressive solutions to the challenges within our profession.

Kent A. Smith - NOMINEE FOR WESTERN SECTION REPRESENTATIVE ...Continued from Page 23

Then again it never has been. Still, in 1995, as we find ourselves in the midst of what is certainly one of the most important periods in our conservation history, the role and level of influence that our profession, and The Wildlife Society in particular, will have in molding the future is not at all clear. What is clear is that business will not be as usual. And, to be a force, the Society must take on an ever broadening role in the areas of policy development, professional standards, multi-disciplinary training, and others. TWS, more than any other professional society, has the opportunity to serve as a critical bridge between the valued traditions of the past and the socially and ecologically driven demands of the future.

The Western Section has a long history of leadership in the Society. I think we all agree that it is to our great benefit to maintain that leadership role. I believe that there are two primary responsibilities of the Section Representative to TWS Council. The first is to effectively and adamantly represent the interests of Western Section members. The second is to help keep Council focused on those issues that are of true importance to the membership and to the profession as a whole. Inherent in both of these mandates is the need to deal efficiently with the issues of today, while always keeping focused on tomorrow.

Over a dozen years ago, a co-worker, and friend, walked up and handed me a card. There were only four words on the card: "I Dwell in Possibility." I still have that card, and the words mean as much to me today as they did back then. Each of us as a wildlife professional has a choice in how we perceive and react to the realities of the present and the challenges of the future. Our profession will be defined by the cumulative effect of those individual choices. And the future will be defined, at least in part, by the road that we as a profession, choose to walk down.

Robert G. Anthony - NOMINEE FOR VICE PRESIDENT ...Continued from Page 20

VIEWS: The Wildlife Society has undergone much change recently; we have created positions and hired new Policy and Program Directors, initiated an Annual Conference, and changed the Wildlife Society Bulletin. These changes have benefitted Society members, but we should not be complacent with these improvements. The Society must continue to adapt to the increasing challenges we face in the conservation of wildlife resources. Along with these challenges, comes the responsibility to use the best scientific information and continue our professional approach to resource issues.

The political, social, and economic climate throughout the world will continue to create challenges in wildlife conservation. Two of our biggest challenges are international wildlife conservation and problems with increasing human populations. As wildlife biologists and managers, we often have treated the symptoms, not the cause, of our problems in

wildlife conservation. Somehow, the Society needs to become more global in our focus and address the increasing human population and our high rate of resource consumption. Other professional societies have addressed this problem by developing resolution statements and publishing articles in their newsletters; however these efforts are only a beginning. The Society must join other professional societies to provide a more unified voice on this problem both here and abroad. We cannot afford to ignore this issue for two more decades, or most of our management options will be gone. If elected as an officer, I will use my past experiences in The Wildlife Society to address this and other important issues facing our Society.

John G. Kie - NOMINEE FOR VICE PRESIDENT ...Continued from Page 20

time of change for us as professionals as well as for society as a whole. Reauthorization of the Endangered Species Act and of the Farm Bill, grazing and mining reform, wolf reintroduction, oil development in the Arctic National Wildlife Refuge, and a host of other issues will be hotly debated in the 104th Congress. And we need to be aware of important international policy issues that affect wildlife, from old-growth forest management in Canada to the environmental impacts of NAFTA and GATT. We need to reach out to those members who want to see The Wildlife Society become more involved in the policy arena as an advocate of good science, but who haven't have a chance to contribute simply because they haven't been asked. On another issue, I was as surprised as anyone at the tremendous turnout for the first annual meeting in Albuquerque last fall. I was cautious and skeptical about a separate annual meeting for fear of limited attendance. Was I ever wrong! Clearly, the annual meeting served an important need for many members. We need to build on that experience, ensuring that the future meetings are as successful as the first. And finally, I'm looking forward to seeing the new Wildlife Society Bulletin combine the best of the old bulletin with a new approach that will appeal to all working wildlife professionals.

NEWS FROM MEMBERS

Paul Johansen has become the new Assistant Chief for Wildlife Management in the West Virginia Dept. of Natural Resources.

Michael W. Tome has been appointed as the Eastern Region Unit Supervisor for the Cooperative Fish and Wildlife Research Unit of the National Biological Survey. He will be stationed at the Leetown Science Center in Kearneysville, WV.

Correction

The winner of the Best Student Paper Award published in the November-December *Wildlifer* should have read **Stanley D. Gehrt**. We apologize for the misspelling.

49th Annual Conference Southeastern Association of Fish and Wildlife Agencies CALL FOR PAPERS

The 49th Annual Conference of the Southeastern Association of Fish and Wildlife Agencies will be held September 23-27, 1995, at the Stouffer Hotel and Convention Center in Nashville, Tennessee. The conference theme this year will be "*The Status and Future of Ecosystem Management in the Southeast.*" The 1995 Southeastern Conference is an opportunity to identify exactly what work is going on, where, and with what species. And it is the right time to make the necessary adjustments so these various initiatives work together, logically, economically, and efficiently to expand our capabilities and improve the focus for the future.

You are invited to submit papers for review and inclusion in the program. Contributed papers and student posters addressing the conference theme are particularly encouraged, but papers on other topics are also welcomed. *Manuscripts must adhere to the guidelines published as a special supplement at the end of the 1985 Southeastern Proceedings (Volume 39).*

Concurrent sessions and a student poster session are planned on the following subjects: Fisheries, Wildlife, Nongame, Law Enforcement, Information and Environmental Education, and a Student Poster Session. The deadline for receiving manuscripts is **May 1, 1995**. Five copies of the manuscript and a diskette containing your abstract in ASCII text format should be submitted to the appropriate Associate Editor listed below. Students who plan on a poster presentation and others who would like to make oral presentations only must submit a 1/2 page single-spaced abstract to the appropriate Associate Editor no later than June 1, 1995.

Fisheries Associate Editor: Richard W. Luebke, Texas Parks and Wildlife Department, Heart of the Hills Research Station, HC07, Box 62, Ingram, TX 78025 (210-866-3356). **Wildlife Associate Editor:** Dr. Bruce D. Leopold, Department of Wildlife and Fisheries, Mississippi State University, Box 9690, Mississippi State, MS 39762 (601-325-2619). **Nongame Associate Editor:** Charles P. Nicholson, Tennessee Valley Authority, 216 Natural Resources Building, Norris, TN 37828 (615-632-1590). **Law Enforcement Associate Editor:** Bob L. Harmon, Chief, Law Enforcement Division, Tennessee Wildlife Resources Agency, P.O. Box 40747, Nashville, TN 37204 (615-781-6580). **Information and Environmental Education Associate Editor:** David G. Woodward, Chief, Information and Education Division, Tennessee Wildlife Resources Agency, P.O. Box 40747, Nashville, TN 37204 (615-781-6502). **Poster Session Chairmen:** Dr. Thomas H. Roberts, Biology Department, Box 5063, Tennessee Technological University, Cookeville, TN 38505 (615-372-3134; or Dr. Chris O'Bara, Water Center, Tennessee Technological University Water Center, P.O. Box 5033, Cookeville, TN 38505 (615-372-3753).

Colorado State University Offers Video on Effects of Rapid Population Growth in Western States

The American West is experiencing the most massive population redistribution this country has seen in half a century. The fastest growing states are western and the region collectively is filling up at a rate not seen since the early land-rush days. The video, *Subdividing the West: Implications of Growth*, examines aspects pertaining to this most recent Western expansion. Gary Holthaus, Ed Marston, Tom Hobbs, and George Wallace examine the societal drives and motivations behind this latest land rush and how the influx of people with different values and perspectives are affecting western communities and cultures. Rick Knight, Peter Landres, and Riebsame discuss environmental effects of population growth on the forest and rural fringe and offer suggestions that may minimize impacts of growth on wildlife and open space. The video is 49 minutes long and can be obtained by sending a \$10.00 check, money order, or purchase order (to cover the cost of duplication, processing, and postage) to: **Instructional Services, Colorado State University, A71 Clark Bld, Fort Collins, CO 80523**. A second video, called *Saving the West*, will be out this spring.

National Wildlife Federation's 1995 Conservation Directory Available

The nation's most comprehensive listing of organizations, agencies, and officials involved in natural resource use and management is found in the *1995 Conservation Directory* published by the National Wildlife Federation. The 1995 Directory contains more than 16,000 individuals and over 2,000 organizations in the United States and other countries. Federal and states officials, committees, agencies, national, international, and regional organizations and commissions, in addition to hundreds of citizen's groups are listed. You can purchase a copy for \$20.00 plus shipping and handling by calling the NWF (1-800-432-6564) and asking for item #79562. College students receive a 20 percent discount.

New Journal Making an Appearance

A new scientific journal entitled *Wildlife Biology* will begin publication in March 1995. It will be published four times a year (in March, June, September and December) by the Nordic Council of Wildlife Research which consists of members from Sweden, Finland, Denmark, Norway and Iceland. The following journals have merged to form *Wildlife Biology*: *Danish Review of Game Biology*, *Finnish Game Research*, and *Viltrevy (Swedish Wildlife)*. *Wildlife Biology* accepts high quality research from all areas of wildlife science and has the primary task of creating the scientific basis for the enhancement of conservation and management practices for wildlife and their habitat. In addition to research articles, *Rendez-vous* is a forum for promoting discussions among scientists and other professionals; thus, new ideas, commentaries, and criticism on earlier papers will be published here. *Wildlife Biology* does not publish book reviews. Annual subscription is DKK 400

(currently \$72.00) including postage (subject to fluctuations in exchange rates) with discounts available at subscription rates of 10 copies or more. To receive a copy of a more detailed announcement for *Wildlife Biology* (including information on article submission, guideline to authors, subscription form) please write to: **Prof. Harto Lindén, Editor-in-Chief, Wildlife Biology, Finnish Game and Fisheries Research Institute, P.O. Box 202, FIN-00151, Helsinki, Finland.**

Symposium on Current Issues in Wildlife Biology Linking Academics and Professionalism CALL FOR PAPERS

This symposium, sponsored by the University of California, Davis Student Chapter of The Wildlife Society, will be held on October 21, 1995, at the Alumni Center on the University of California, Davis campus. The symposium committee is seeking papers on current issues in wildlife biology showing how these issues link academic research and active management. Both professional and academia are invited to present papers. Topics need not focus on the link, but should give examples on how the topic links these two together. Submit a copy of papers and a floppy diskette containing your abstracts to: **Jeff McCreary, 759 Anderson Road, Davis, CA 95616; 916/753-6626 or call for more information.**

Berryman Institute Fellowships

The Berryman Institute anticipates awarding 1-2 Berryman Fellowships to start Fall 1995. These awards will be given to the best students interested in seeking a graduate degree at Utah State University in the broadly-defined area of wildlife damage management (i.e., management of problems caused by animals, exotic species management, wildlife-agriculture interactions, alleviating human-wildlife conflicts, etc.). The fellowship includes a \$12,000 stipend, \$1,200 for tuition, and \$1,800 for research support. The fellowship is for two years (\$30,000 total), with the second year contingent upon satisfactory progress during the first. The deadline for applications is April 1 or until a suitable candidate is found. For more information, contact: **Michael Conover, Director, Berryman Institute, Department of Fisheries and Wildlife, Utah State University, Logan, UT 84322-5210.**

Third Biennial Scientific Conference on the Greater Yellowstone Ecosystem

The Third Biennial Scientific Conference on the Greater Yellowstone Ecosystem, *Greater Yellowstone Predators: Ecology and Conservation in a Changing Landscape*, will be held on September 24-27, 1995, at Mammoth Hot Springs Hotel, Yellowstone National Park. Please submit a one-page, double-spaced abstract. If possible, send both a hard copy and a WordPerfect or ASCII text disk. We will be publishing all abstracts in the conference agenda booklet. May 1, 1995 is the deadline for submission of abstracts to the program committee. Authors will be notified of acceptance or rejection of abstract by July 1, 1995. Manuscripts will need to be submitted to

Program Committee at the conference (September 27, 1995) for the review process for the proceedings. Mail abstracts to: **Conference Program Committee, Yellowstone Center for Resources, P.O. Box 168, Yellowstone National Park, WY 82190.**

Earthwatch Field Grants CALL FOR PROPOSALS

The Center for Field Research (CFR) invites proposals for 1996 field grants awarded by its affiliate Earthwatch. Earthwatch is an international non-profit organization dedicated to research and public education in the sciences and humanities. Earthwatch field grants average \$20,000. These funds are derived from the contributions of Earthwatch members who pay for the opportunity to join scientists in the field and assist with data collection and other research tasks. Earthwatch field grants cover the costs of maintaining volunteers and principal investigators in the field, and may help with other field expenses. Preliminary proposals should be submitted at least 13 months in advance of anticipated field dates. Full proposals are invited upon review of preliminary proposals. For more information contact: **Dee Robbins, Life Sciences Program Director, The Center for Field Research, 680 Mt. Auburn Street, Watertown, MA 02172; 617/926-8200; FAX: 617/926-8532; e-mail drobbins@earthwatch.org, or Sean Doolan, Scientific Development Officer, Earthwatch Europe, Belsyre Court, 57 Woodstock Rd. Oxford, OX2 6HU, U.K. 0865/311-600; FAX: 0865/311-383; e-mail Doolan@vax.oxford.ac.uk.**

The Land Trust Alliance's 8th National Rally

The Land Trust Alliance's 8th National Rally scheduled for October 15-19, 1995 in Asilomar Conference Center, Monterey Peninsula, offers more than 60 sessions on land transactions, tax strategies, creative financing, public relations, partnerships, land management, and non-profit management, and provides plenty of opportunities to network with more than 700 land trust practitioners from across the country. Registration will begin in May 1995. For more information contact: **Andrea Freeman, 202/638-4725.**

Association for the Study of Literature and Environment Announces Conference

The Association for the Study of Literature and Environment (ASLE) provides a forum of discussion for literary scholars, nature writers, and others who are interested in the relationship between human beings and the natural world. ASLE's range includes natural history writing, environmental fiction, nature poetry, and other forms of writing that address the connections between humans and the non-human natural world. Their first conference will be held June 9-11, 1995, in Colorado Springs, Colorado. If you are interested in finding out more about ASLE or to join, contact: **David W. Teague, Secretary, ASLE, University of Delaware, Parallel Program, 333 Shipley Street, Wilmington, DE 19801.**

Meetings of Interest

(See previous issues of *The Wildlifer* for additional timely meetings)

<u>1995</u>					
April	3-7	National Interagency Workshop on Wetlands "Technology Advances for Wetlands Science," Clarion Hotel, New Orleans, LA. (U.S. Army Engineer Waterways Experiment Station, Wetlands Research & Technology Center, ATTN: CEWES-EP-W, 3909 Halls Ferry Road, Vicksburg, MD 39180-6199; 601/634-2569/4217; FAX 601/634-3664.)	May	12-14	Wetland Identification and Delineation Course, Mobile, AL. (Gena Lantham, Wetland Resources, PO Box 2694, Daphne, AL 36526; 205/626-3408.)
April	5-7	Fire Ecology and Fuels Management in California Wetlands, Sacramento Hilton, Sacramento, CA. (William Hull, 510/465-4962.)	May	15-17	Environmental Impact Assessment in Water Management, Bruges, Belgium. (Group for Applied Ecology, Univ. Antwerp, Att. Ms. Martine Janssen, Universiteitsplein IC, B-2610 WILRIJK - ANTWERP BELGIUM).
April	5-8	65th Annual Meeting of the Cooper Ornithological Society, La Paz, Baja California. (Terry Rich, Cooper Ornithological Society, 3380 Americana Terrace, Boise, ID 83706; 208/384-3153; FAX 208/384-3083; T1RICH@ATTMAIL.COM)	May	21-24	Fourth National Watershed Conference, Charleston Civic Center, Charleston, WV. (National Watershed Coalition, 9150 Jewell Ave., Suite 102, Lakewood, CO 80232.)
April	7-9	Special Species Medicine Symposium, College of Veterinary Medicine, Cornell University, Ithaca, NY. (Judy Bardsley '97, 541 Ellis Hollow Creek Road, Ithaca, NY 14850; 607/539-6174.)	May	23-26	Seventh National Wild Turkey Symposium, Rapid City, SD. (James G. Dickson, USFS Wildlife Habitat Lab, P.O. Box 7600 SFA, Nacogdoches, TX 75962.)
April	9-12	51st Annual Northeast Fish and Wildlife Conference, Sheraton Fontainebleau, Ocean City, Maryland. (Robert Beyer, MD Dept. of Natural Resources, Wildlife Div. E-1, 580 Taylor Ave., Annapolis, MD 21401; 410/974-3195.)	May	24-25	Western States and Provinces Joint Deer and Elk Workshop, Sun Valley Inn and Lodge, Sun Valley, ID. (Lonn Kuck, Western States and Provinces Joint Deer and Elk Workshop, ID Dept. of Fish & Game, 600 South Walnut, PO Box 25, Boise, ID 83707. 208/334-2920; FAX 208/334-2114.)
April	10-13	Great Plains Wildlife Damage Control Workshop, Tulsa, OK. (Ron Masters, OK State Univ. Forestry Extension, 240 Agriculture Hall, Stillwater, OK 74078. 405/744-8065; FAX 405/744-9693.)	May 29	June 2	Society of Wetland Scientists Annual Meeting "Wetland Understanding, Wetland Education," Royal Sonesta Hotel, Cambridge, MA. (For attendance: Mickey Marcus, New England Environmental, Inc., 800 Main Street, Amherst, MA 01002; 413/256-0202; FAX: 413/1092. For proposing a paper: Dr. Joseph S. Larson, The Environmental Institute, Univ. of MA, Amherst, MA 01003-0820; 413/545-2842; FAX: 413/545-2304; e-mail: larson@tei.umass.edu.)
April	11	Paradigms in Transition: Natural Resources Management in the New Century, Fort Collins, CO. (Rick Knight 303/491-6714; Dan Binkley 303/491-6519, or Joyce Berry 303/491-5405.)	June	4-7	NE/SE/Midwest Joint Furbearer Workshop, Canaan Valley Resort and Conference Center, Davis, WV. (Clifford Brown, WV Division of Natural Resources, PO Box 38, French Creek, WV 26218; 304/924-6211; FAX 304/924-6781.)
April	20-22	Understanding Harvest Assessment in the North, Alyeska Prince Hotel, Girdwood, Alaska. (John Trent, Harvest Symposium, 333 Raspberry Road, Anchorage, AK 99518-1599.)	June	6-8	Adaptive Ecosystem Restoration and Management: Restoration of Cordilleran Conifer Landscapes of North America, Northern Arizona University, Flagstaff, AZ. (Pamela Barber, School of Forestry, Northern Arizona University, PO Box 15018, Flagstaff, AZ 86011-5018; 602/523-7502; FAX 602/523-1080; pkb@alpine.for.nau.edu).
April	29-30	Amenity Migration: Stewards of Promoters? Annual Meeting of Colorado Chapter of American Society of Landscape Architects, Vail, CO. (Chris Huber, 1762 Emerson St., Denver, CO 80218. 303/830-2443.)	June	7-11	Society for Conservation Biology 1995 Annual Mtg., Colorado State U. campus, Fort Collins, CO. (Richard L. Knight, Dept. of Fishery & Wildlife Biology, Colorado State U., Fort Collins, CO 80523. 303/491-6714.)
April 30 - May 5		31st North American Moose Conference and Workshop, Fredericton, New Brunswick. (Warren Ballard, NB Cooperative Wildlife Research Unit, PO Box 44555, Univ. of New Brunswick E3B 6C2 CANADA; 506/453-2440; FAX 506/453-6699.)	June 28	July 1	Planted Forests - Contributions to Sustainable Societies, Portland, OR. (Planted Forests Symposium, Forestry Conference Office, College of Forestry, Oregon State University, Corvallis, OR 97331-5707.)
May	1-2	2nd Annual Wildlands Conference "Risks, Regulations, and Resolutions: Creating the Process," Hyatt Regency, Dearborn, MI. (Wildlife Habitat Council, 1010 Wayne Avenue, Silver Spring, MD 20910; 301/588-8994; FAX 301/588-4629.)	July	16-21	10th International Conference on Bear Research and Management, University of Alaska, Fairbanks, AK. (Harry Reynolds, 10th IBA Conf. Co-Chair, AK Dept. of Fish and Game, 1300 College Road, Fairbanks, AK 99701-1599; 907/459-7238; FAX 907/451-9723.)
May	3-4	8th Northern Furbearer Conference, Regal Alaskan Hotel, Anchorage, AK. (Howard Golden, Alaska Dept. of Fish and Game, 333 Raspberry Rd., Anchorage, AK 99518; 907/267-2177; FAX 907/344-7914.)	Aug	8-10	Repellents in Wildlife Management Symposium, Sheraton Hotel, Denver Tech Center, Denver, CO (Colorado State University, Office of Conference Services, Fort Collins, CO 80523.)
May	4-5	Annual Meeting of the Alaska Chapter of The Wildlife Society, Regal Sonesta Hotel, Anchorage, AK. (Lowell Suring, Chugach National Forest, 3301 C Street, Suite 300, Anchorage, AK 99503; 907/271-2836.)			

■ Positions Available

ASSISTANT PROFESSOR - Avian Wildlife Ecology and Management. Tenure-track academic-year position in URI Dept. of Natural Resources Science. To begin July 1, 1995 or soon thereafter. Will teach principles of wildlife management, wetland wildlife management (alternate years), avian ecology or some aspect of conservation biology (alternate years), and a graduate course in applicant's specialty. Conduct applied research on avian ecology in a coastal urbanizing landscape. Advise undergraduate and graduate students. Ph.D. in wildlife ecology or management with an emphasis on conservation biology required. Demonstrated ability to develop a vigorous, extramurally-funded research program and to publish in referred journals required. Postdoctoral experience and proven ability to interact effectively with resource management agencies highly desirable. University teaching experience preferred. Submit letter of application, curriculum vitae, statements of teaching philosophy and research direction, official transcripts, and three letters of reference by **April 15, 1995** to: **Dr. Francis Golet, Search Committee Chair, (Log #191132), University of Rhode Island, P.O. Box G, Kingston, RI 02881.** *The University of Rhode Island is an AA/EEO Employer, and is committed to increasing the diversity of its faculty, staff, and students, people from under-represented groups are encouraged to apply.*

ASSISTANT PROFESSOR (Tenure Track Position) located at the University of Puerto Rico, Humacao University College Department of Biology. Starting Date is August, 1995. Annual Salary is \$29,400. Requirements include Ph.D. in Science in the area of Ecology, with a strong background in vascular plants or Ph.D. candidate in the area. Fluency in Spanish is essential. Appointee will teach undergraduate courses in Ecology of Communities, Vascular Plants, and basic courses in Botany and Ecology. Send resume, transcript of Ph.D. degree, outline of research interest and the name of three references to: **Dr. Jimmy Torres, Interim Dean, Office of Academic Affairs, CUH Station - Humacao, Puerto Rico 00792.**

AVIAN ECOLOGIST - Post doctorate research designing and implementing avian field studies, analyzing demographic data, and developing population models, evaluate study plans and publish research results. A one-year assignment with possible extension, to qualify you must hold a Ph.D in Wildlife Science or Conservation Biology and have field experience in the study of avian demographics with emphasis on raptors. Skills in forecasting population trends including PVA is required, with formal training biostatistics highly desired. Ref: #RP4410-521. Send a resume referencing position code to: **National Renewable Energy Laboratories, Human**

Resources Office, 1617 Cole Boulevard, Golden, CO 80401.

CONSERVATION SCIENTIST VI (Area Manager) - \$3,388/month maximum salary; closing date 3/24/95. Black Gap Wildlife Management Area, Alpine, TX. May require work on holidays, weekends, and hours other than 8:00 a.m. to 5:00 p.m. M-F. Advanced degree in wildlife science, wildlife management or directly related field; five years of relevant professional experience may be substituted for education beyond B.S. degree. Responsible for administration, operation, maintenance, management, and research activities at Black Gap. Supervise 2 permanent employees and additional personnel. Responsible for desert bighorn sheep restoration project on the area. Maintain records, prepare annual budgets, work plans, and reports. Submit application to: **Robert L. West, Texas Parks and Wildlife Department, 3407 S. Chadbourne, San Angelo, TX 76904.**

DEPARTMENT MANAGER for Life Sciences Department of the Syracuse office of Parsons Engineering Science, Inc. Candidates should have a M.S. in the Natural or Life Sciences with ten years of experience managing and executing interdisciplinary environmental projects such as environmental impact statements, ecological risk assessments, environmental assessments, natural resource damage assessments, etc. Candidates should also have familiarity with and ability to market industrial clients, military, and government agencies. Superior written and verbal communication skills are necessary. Candidates will be evaluated based on their technical background, ability and interest in marketing industrial clients, management and supervisory skills, and experience. Please respond in confidence to: **Human Resources Administrator, Parsons Engineering Science, Inc., 290 Elwood Davis Road, Suite 312, Liverpool, New York 13088.**

DIRECTOR OF THE DIVISION OF FORESTRY at West Virginia University College of Agriculture. The Division has 25 faculty, 25 staff, 525 undergraduate and 60 graduate students in four discipline areas: forest resources management, recreation and parks management, wood science, and wildlife and fisheries resources. Will administer and provide leadership for teaching, research and service. A Ph.D. or equivalent and record of excellence in a prior relevant position are required. Position available July 1, 1995. Applications received by April 15 will be given preference. Send letter of application; career resume; and names, addresses and telephone numbers of three references to **Barton Baker, Chair Search Committee, College of Agriculture and Forestry, West Virginia University, P.O. Box 6108, Morgantown, WV**

26506-6108. *West Virginia University is an equal opportunity/affirmative action institution.*

FIELD ASSISTANTS (6-8) needed for regional study of bird community composition in the EPA's Mid-Appalachian Highlands Assessment Area. Research through the EPA's EMAP program will focus on the use of bird communities as landscape-level indicators of environmental stress. Field work to be conducted approximately 1 May-15 July 1995. Ability to identify eastern birds by sight and sound essential; ability to identify woody and herbaceous vegetation preferred; ability to negotiate rough terrain with map and compass preferred. Assistants will be responsible for setting up and surveying transects, characterizing vegetation along transects, and entering data. Study sites are located in the Ridge and Valley of PA, MD, WV, and VA; pairs of assistants will be assigned to portions of the regional study area. Wages \$8-\$10/hr (40 hr/wk) depending on experience; travel expenses in field covered. Send cover letter, resume, and names of three references (incl. address and phone) to: **Dr. Robert P. Brooks, 319 Forest Resources Laboratory, Penn State University, University Park, PA 16801; 814/863-1596.** *Penn State is an Equal Opportunity University.*

FIELD ASSISTANTS - Chippewa National Forest, Minnesota. May-August 1995. Nest searching, nest monitoring, and vegetation sampling for study of breeding birds. One person needed to conduct aural point counts. Field experience and a strong interest in birds required. Good physical condition, tolerance of cramped living space, and ability to work long hours independently in clouds of biting insects necessary. Excellent bird and plant ID skills desired. Housing and \$1000-1200/month provided. Send cover letter, resume, and 3 references (with phone numbers) to: **Ethan Perry, Dept. of Fisheries and Wildlife, University of Minnesota, 200 Hodson Hall, 1980 Folwell Ave., St. Paul, MN 55108. (612)624-3421.**

FIELD ASSISTANTS (2) needed during 17 April to 16 June 1995 to conduct vegetation sampling and data entry for research project on wildlife habitat relationships in California oak woodland. Stationed in San Luis Obispo, CA, or vicinity. Background in natural resources and working experience in vegetation sampling techniques required. Physical capability for rigorous fieldwork and good work ethic. Part time variable 60%-100% (\$1422/mo full time). Send letter of interest and resume and/or vita of relevant experience by **3 April 1995** to: **William Tietje, University of California Cooperative Extension, 2156 Sierra Way, Suite C, San Luis Obispo, CA 93401; 805/781-5938.**

FIELD RESEARCH ASSISTANTS (6) 6/5-8/20/95 needed to help investigate Mexican spotted owl-prey relationships in the Sacramento Mountains of New Mexico (near Cloudcroft). Duties include setting and checking live traps, identifying, marking and recording information about small mammals and measuring and recording habitat variables. Salary: **\$8.50/hr**, minimum 40 hr/week. Must be able to walk over rugged terrain with 40-50 lb. packs and willing to work under arduous conditions. Whiners will not enjoy this job. Anti-Hantavirus equipment & supplies will be issued. Although demanding, this job is rewarding with experience. To apply, send by **April 15**, SF-171 form, a DD-214 form if a veteran, unofficial copy of transcripts, and letter of intent to: **Pat Ward, Rocky Mountain Research Station, 3825 E. Mulberry St., Fort Collins, CO 80524; 303/498-2133.**

FIELD TECHNICIANS (3) needed for marine turtle research at Cape San Blas and Santa Rosa Island. Both are located on the Gulf of Mexico in the Florida panhandle. Will conduct daily monitoring of marine turtle nesting activities and hatchling orientation experiments. Positions available **15 May - 15 October**. B.S. in zoology, wildlife biology, or related field is desirable along with an ability to work independently. Salary \$1,120/month plus housing. Please send letter of interest and resume containing the names, addresses, and phone numbers of 3 references to: **Sheila V. Colwell, Cooperative Fish & Wildlife Research Unit, University of Florida, 117 Newins-Ziegler Hall, Gainesville, FL 32611; 904/846-0638; FAX 904/846-0841; e-mail svc@gnv.ifas.ufl.edu.**

MANAGER, TEXAS COASTAL SANCTUARIES - The National Audubon Society seeks a well-rounded conservation biologist with good knowledge of colonial waterbird and terrestrial ecology, to manage coastal island sanctuaries for wildlife and native vegetation, including many species of rare, threatened or endangered plants and animals. M.S. in conservation/wildlife biology or related field, or B.S. and equivalent experience; familiarity with operation and maintenance of pick-up trucks, boats and outboard motors, boat trailers, and other marine equipment important. Salary is commensurate with experience and is negotiable in the upper 20K range. Manager will be expected to relocate to either Rockport or Corpus Christi areas of Texas. Submit resume and other supporting information to: **Jesse Grantham, Assistant Director of Sanctuaries, National Audubon Society, Western Regional Office, 555 Audubon Place, Sacramento, CA 95825; phone 916/481-5440.**

NATURAL AREAS SPECIALIST: Assists in developing and implementing natural resource management plans and strategies. Conducts natural resource inventories and surveys. Address groups or media regarding stewardship issues and concerns. Writes

articles for park publications. Requires degree in Biology, Wildlife, Forestry or other environmental assessment. Experience working with and coordinating volunteers highly desirable. Must be well acquainted with the flora and fauna of Northeast Ohio. Experience with personal computers, basic programming, data entry, and natural resource statistics desirable. Must currently hold or be willing to obtain a Public Operators License for pesticide application. Minimum rate: \$10.12/hr. Send cover letter and resume by **March 31, 1995** to: **Lake Metroparks, Personnel Dept. 11211 Spear Road., Concord Twp. OH 44077. EOE.**

ORNITHOLOGIST/VERTEBRATE ECOLOGIST - Assistant Project Manager Position opening with well-established ecological consulting firm in San Francisco Bay Area. Position designed for fast-track to project management. Project involvement includes EIR's, EIS's, monitoring plan design and implementation, toxic impact evaluations, habitat management plans, habitat restoration, threatened and endangered species surveys, management and monitoring, etc. PhD preferred; MS with substantial experience considered. Avian Biologist with demonstrated advanced technical expertise in ecology, population biology and natural history of birds and other terrestrial vertebrates. Technical publications required. Quantitative skills a plus. Must be highly skilled at technical writing and possess proficient verbal communication skills. Excellent salary and benefits package. Contact: **Dr. Scott Terrill, Wildlife Division Head, H.T. Harvey and Associates, P.O. Box 1180, Alviso, CA 95002.**

PROGRAM OFFICER (TRAFFIC USA and International Wildlife Policy) based in Washington DC. Traffic USA, a program of World Wildlife Fund (WWF-U.S.) monitors international wildlife trade and undertakes research and analysis on wildlife trade issues. The Program Officer will develop and coordinate WWF Wildlife Policy and TRAFFIC program projects relating to international species subject to trade and utilization and conservation of species of priority concern to WWF programs. Will also help define policies related to international wildlife and species conservation priorities; work with WWF policy, regional, and congressional program staff to establish species conservation priorities, and coordinate organizational initiatives among those programs; and monitor wildlife trade and conduct research relating to species subject to trade and utilization. Candidate should have a graduate degree in ecology, wildlife biology, conservation biology, or resource management, and at least 3 years of experience in field ecology, wildlife management, data analysis, policy making, or natural resource management. Knowledge of or experience with wildlife trade or related issues helpful. Fluency in at least one language other than English (preferably Spanish or French) and public policy experience is desirable. Send cover letter and

resume to **WWF, Human Resources Dept. 441-M, 1250 24th Street, NW, Washington, DC 20037. EOE/AA.**

REGIONAL FIELD DIRECTORS (2) for the Rocky Mountain Elk Foundation - Midwestern United States. Responsible for the initiation, organization, and servicing of RMEF fundraising committees within assigned region. Coordinates project selection and implementation within assigned region. Stimulates the formation of local RMEF committees and assists with the planning, organization, and execution of successful fundraisers; ensures compliance with RMEF procedures; maintains liaison with state wildlife departments, federal land management agencies, university wildlife departments, conservation organizations, sportsmen's groups, and outfitter/guide associations; serves as Chairman of RMEF State Project Advisory Committees, and coordinates selection of specific projects for RMEF funding; promotes the goals, objectives, and accomplishments of RMEF through the media and public speaking engagements; represents RMEF at various meetings and functions as assigned. Must enjoy working with people, possess excellent communication and organizational skills, outstanding leadership ability, be willing to travel extensively, and have a strong background in natural resource management. Public relations and sales experience desirable. A B.S. degree in wildlife management or closely related field, and five years experience in natural resource management are preferred. Contact: **Terry Wayne Cloutier, Rocky Mountain Elk Foundation, Regional Supervisor, 1408 N.E. 186th Street, Holt, MO 64048 (816)264-2681 or Fax (816)264-2682.**

RESEARCH TECHNICIANS (3) - Approximate Dates: 15 April-31 July 1995 (1); 1 May-31 July 1995 (2); \$6.50-\$7.00/hr, depending on experience, 40 hr/wk; housing provided on Yazoo National Wildlife Refuge, MS. Assist M.S. student censusing avian communities in bottomland hardwood restoration sites and mature stands in the Mississippi Alluvial Valley, western Mississippi. Duties will include censusing bird communities using the spot mapping and point count methods, monitoring nests, taking habitat measurements, and some data analysis. Must have skills in the identification of bird species by sight and songs; previous experience censusing breeding birds strongly preferred. Must be able to work independently, as well as in cooperation with others. Send letter of interest and resume, including names and phone numbers of at least 3 references to: **Dr. Wes Burger, Dept. Wildlife & Fisheries, P.O. Box 9690, Mississippi State, MS 39762; 601/325-8782.**

RESEARCH TECHNICIANS/INTERNS needed for study on population dynamics and habitat use of wood thrushes (15 April to 1 September, 1995). Study site is the Piedmont National Wildlife Refuge in central Georgia. Duties will

involve surveys, mist netting, nest searching/monitoring, radio telemetry, and habitat measurements. **TECHNICIANS:** Prior experience preferred, but not required. Pay: \$6.44/hr (approx. \$1030/mo.). Must be available for the entire period. **INTERNS:** No experience required. Pay: \$75/wk. Must be available for a least a 10-week period. Housing provided for all workers. To apply, send resume and names and phone numbers of 3 references to: **Mr. Larkin A. Powell, School of Forest Resources, The University of Georgia, Athens, GA 30602-2152 (706-542-5260 (e-mail: lapowell@uga.cc.uga.edu)).**

RESTORATION MONITORING BOTANIST - Disney Wilderness Preserve, 1 May-30 September 1995 - will provide botanical expertise and sample vegetation as part of a team monitoring vegetation along transects in Hydrologic Units being restored on the Disney Wilderness Preserve. She/he will be supervised by the Research Monitoring Biologist. The work schedule typically involves four 10-hour days each week, leaving the office for the field about 6 a.m. Must have expertise in identifying central Florida plant species; ability to work under physically demanding conditions in remote areas in hot weather and wet conditions; ability to accurately record field data. Attention to detail. Familiar with or willingness to learn to operate ATV's and manual transmission trucks. Must have reliable vehicle. Send cover letter and resume to: **Jean McCollom, The Nature Conservancy, 6075 Scrub Jay Trail, Kissimmee, FL 34759. Closing Date: March 17, 1995.**

RESTORATION MONITORING TECHNICIAN I - Disney Wilderness Preserve, 1 May-30 September 1995 - will be responsible for one of the monitoring teams. The Restoration Monitoring Technical I will prepare vegetation transects for sampling, record vegetation data on palmtop computers in the field, sample vegetation, along transects in wetlands being restored on the Disney Wilderness Preserve, and crosscheck data collected. She/he will be supervised by the Research Monitoring Biologist. The work schedule typically involves four 10 hour days each week, leaving the office for the field about 6 a.m. Requirements include ability to accurately record field data; attention to detail; experience with computers, prefer familiarity with Lotus 123; familiarity with Central Florida plants; ability to work under physically demanding conditions in remote areas in hot weather and wet conditions; ability to locate transects and positions using maps and aerial photography; familiarity with ATV's and manual transmission trucks; must have reliable vehicle. Send cover letter and resume to: **Jean McCollom, The Nature Conservancy, 6075 Scrub Jay Trail, Kissimmee, FL 34759. Closing Date March 17, 1995.**

RESTORATION MONITORING TECHNICIAN II - Disney Wilderness Preserve, 1 May-30

September 1995 - will be part of a team monitoring vegetation; will prepare vegetation transects for sampling, record vegetation data on palmtop computers in the field, sample vegetation, along transects in wetlands being restored on the Disney Wilderness Preserve, and crosscheck data collected. Four 10-hour days each week, leaving the office for the field about 6 a.m. Requirements include: ability to accurately record field data, attention to detail; experience with computers, prefer familiarity with Lotus 123; familiarity with or willingness to learn Central Florida plants; ability to work under physically demanding conditions in remote areas in hot weather and wet conditions; ability to locate transects and positions using maps and aerial photography; familiarity with or willingness to learn to operate ATV's and manual transmission trucks; must have reliable vehicle. Send cover letter and resume to: **Jean McCollom, The Nature Conservancy, 6075 Scrub Jay Trail, Kissimmee, FL 34759. Closing Date March 17, 1995.**

SENIOR AVIAN PROJECT COORDINATOR - Offering unique opportunities to develop and manage trail-blazing programs related to wind energy technology. Responsibilities include technical management, writing RFPs and reviewing proposals, and working with industry and government organizations in dissemination of information, and the publication of scientific papers and reports. To qualify, you must have 5-8 years experience in avian research and wildlife management, project management skills, familiarity with engineering concepts and terminology, and excellent public speaking and communication skills. Advanced degree required with Ph.D. preferred. **Ref: E4410-491** Send a resume referencing position code to: **National Renewable Energy Laboratories, Human Resources Office, 1617 Cole Boulevard, Golden, CO 80401.**

STAFF RESEARCH ASSOCIATE (SRA) for the University of California Integrated Hardwood Range Management Program. Stationed in San Luis Obispo, CA. Conduct fieldwork and data management for research projects in coastal central California oak woodland on habitat relationships and effects of land use on wildlife populations. Background required in wildlife or natural resources field. Experience in vegetation and terrestrial vertebrate sampling techniques; strong bird census skills a plus. Computer and datamanagement/analysis experience (beyond coursework) required. Physical capability for rigorous fieldwork and good work ethic. University of California Berkeley Career 50%-100% Variable position (salary \$2163-\$2591/mo at full time) including excellent benefits package. Begin ASAP. Send letter of interest and resume and/or vita of relevant field and data management experience by **7 April 1995** to: **William Tietje, University of California Cooperative Extension, 2156 Sierra Way, Suite C, San Luis Obispo, CA 93401; 805/781-5938.**

SUMMER FIELD WILDLIFE TECHNICIAN (2) - 10 May-20 August; \$1000/month. Assist graduate student in research on the impacts of fire on reptiles and arthropods. Duties include technical assistance; searching, monitoring, obtaining and recording data; organize and maintain pit-fall traps. Responsible for general care and maintenance of keeping reptiles alive while in captivity for short periods of time. Must have ability to follow written and verbal instructions; establish and maintain effective working relationships with supervisor and other employees; perform physically demanding tasks. Strong interest in working with reptiles and arthropods. Must be able to handle snakes without hesitation. Housing provided by Fort Bliss military Reservation, Texas. (Oro Grande Basecamp, Oro Grande, New Mexico). Closing date **March 20, 1995**. Send letter of interest and resume, including names and phone numbers of 3 references to: **Megan E. Vogel, Dept. of Range and Wildlife Management, Texas Tech Univ., Lubbock, TX 79409-2125.**

WETLAND SPECIALIST/COORDINATOR - The Missouri Highway and Transportation Department has openings for wetland specialists and one wetland coordinator position in their environmental section. All positions require a Masters degree in biology or a related field of study, plus two to four years experience in wetland studies. Salary range for the specialist position is \$28,000 to \$38,000. Salary range for the coordinator position is \$34,000 to \$46,000. EEO/AA. Excellent fringe benefits. Qualified applicants should submit a resume and college transcripts to: **Wetland Specialist, Director of Human Resources, P.O. Box 270, Jefferson City, MO 65102.**

WILDLIFE RESEARCH TECHNICIANS (4-5) for study of songbird nest success in Central Pennsylvania (Apr-Jul 1995). Fieldwork consists of conducting line transect surveys to estimate breeding bird abundance, locating nests, and monitoring nest success. Some collection of vegetation data will be done. Able to identify songbirds of the eastern United States by sight and sound. Experience with line transect survey techniques and locating nests preferred. Must be able to work unsupervised, early morning hours, and in difficult field conditions. \$6/hr. Send resume with names, addresses, and phone numbers of 3 references to: **Dr. Duane R. Diefenbach, Bureau of Wildlife Management, Pennsylvania Game Commission, 2001 Elmerton Ave., Harrisburg, PA 17110-9797 (717 787-5529).**

■ Graduate Research Assistanships

M.S. GRADUATE ASSISTANTSHIP Ecology of the Allegheny Woodrat in Virginia located in the Western Virginia Blue Ridge Mountains July 1, 1995-December 31-1997 (contingent

upon receipt of funding). Applicant will study population size of several populations of Allegheny woodrats, estimate reproductive output, juvenile mortality and dispersal, and habitat characteristics. Candidate must have B.S. in wildlife, forestry, ecology or biology. Experience with live-trapping small mammals, radio-telemetry, and vegetation surveys preferred. Ability to hike and perform strenuous work in steep, rocky environments. Computer skills helpful. MUST be capable of working long hours in the field--including night work--with a minimum of supervision. Ability to work with others. Minimum 3.00 GFA and 1500 GRE scores. Salary is \$750 per month. Housing and mileage or vehicle provided during field work. Includes waiver of out-of-state tuition. Some field assistance (labor) provided. Call and/or submit a letter of interest, resume, transcripts and names and phone numbers of 3 references by March 31, 12995 to Dr. Michael T. Mengak, Department of Aquaculture, Fisheries, and Wildlife, G021 Lehotsky Hall, Clemson University, Clemson, SC 29631. Office Phone 803/656-5330; Home Phone (evening) 803/639-8672.

GRADUATE ASSISTANTSHIPS. Graduate student sought to coordinate two-year survey and analysis of bird community composition along streams in the EPA's Mid-Appalachian Highlands Assessment Area. Research through the EPA's EMAP program will focus on the use of bird communities as landscape-level indicators of environmental stress. Assistantship to begin Spring 1995; field work to be conducted approximately 1 May-15 July 1995. Ability to identify eastern birds by sight and sound essential; ability to identify woody herbaceous vegetation preferred; ability to negotiate rough terrain with map and compass preferred. Successful applicant will be responsible for setting up and surveying transects, characterizing vegetation along transects, and analyzing data. Study sites are located in the Ridge and Valley of PA, MD, WV, and VA. Research will form basis of Master's degree in Ecology or Wildlife and Fisheries Science. Send cover letter, resume, transcripts, and names of three references (incl address & phone) to: Dr. Robert P. Brooks, School of Forest Resources, 319 Forest Resources Laboratory, Penn State University, University Park, PA 168011; 814/863-1596. Penn State is an Equal Opportunity University.

GRADUATE RESEARCH ASSISTANTSHIP leading to a Ph.D in Natural Resources. Research will involve an examination of the effects of herbivory by New England cottontails on plant growth, survival, and diversity. This threatened herbivore is restricted to various-sized patches in a human-dominated landscape. M.S. in biology, zoology, or wildlife ecology is required. Stipend of \$9,500/academic year (teaching or research assistantship) and approx. \$2,500 summer support, and full tuition waiver are included. Send a letter of interest, resume, and

transcripts to: Dr. John A. Litvaitis, Dept. of Natural Resources, Pettee Hall, Univ. of New Hampshire, Durham, NH 03824; 603/862-2094; e-mail: john@christa.unh.edu.

GRADUATE ASSISTANTSHIPS. M.S. (\$9800/yr.) or Ph.D. (12,000/yr.). Wildlife Science. Non-res. tuition waived. Mourning dove projects involving human dimension research, food preferences/energetics, and food plantings/utilization. Available beginning 1 Sept. 1995. Min. GPA 3.0 overall, or last 100 hrs. Min. 500 VGRE & 500 QGRE. Min. 600 Adv. biol. for Ph.D. Letter of interest, goals, resume, transcripts, GRE scores, and 3 ref. names, addresses, phone nos. to: Dr. Ralph E. Mirarchi, Dept. of Zool. & Wildl. Sci., Auburn Univ., AL 36849-5414; 334/844-9253; FAX 334/844-9234.

PH.D ASSISTANTSHIPS (2) will be available in Wildlife at Louisiana State University (LSU) to study effects of fall/winter burning on a Gulf Coast marsh ecosystem (Rockefeller Refuge). Funding is available to conduct a comprehensive study of soil/water nutrients, vegetation and waterbird responses to fire. Future funding is anticipated for studies of aquatic invertebrates. Initial stipend is \$15,000/yr plus waiver of non-resident tuition, beginning summer/fall semesters 1995. Room and board will be provided by Rockefeller Refuge during field seasons. Send letter of application, copy of transcript(s), GRE scores, resume, and names/phone numbers of 3 references to the following co-supervisors: Dr. Alan D. Afton, Louisiana Cooperative Fish & Wildlife Research Unit, LSU, Baton Rouge, LA 70803, 504/388-4212; and Dr. Richard M. Kaminski, Department of Wildlife & Fisheries, Mississippi State Univ., Box 9690, Mississippi State, MS 39762, 601/325-2623.

Ph.D. GRADUATE ASSISTANTSHIPS (2) in wildlife toxicology. One position will explore the use of bioindicators of immunotoxicity in resident small mammals to assess the degree of environmental contamination. The other position will explore the use of population and community demographic attributes to assess degree of ecotoxicity. Project is anticipated to begin 1 July. Send 1-2 page statement of goals, resume, transcripts, GRE scores, and 3 letters of recommendation to: Dr. Robert Lochmiller, Dept. of Zoology, Oklahoma State University, Stillwater, OK 74078; 405/744-5555.



FOR SALE

TWS publications from past 30 years, plus extras: **JWM** (1965; 1967-94), **Wildl. Monographs** (1965-94, plus several older volumes), **WSB** (1973-94). All in good condition. Best offer over \$500 by June 1995 to: **Bob Murphy, c/o Lostwood NWR, RR 2 Box 98, Kenmare, ND 58746; 701/848-2722 or 701/385-4046.**

Proceedings International Association of Fish and Wildlife Agencies, 1946-89 inc. (except 1970 & 1988) and Indices 1965-1980. Best offer plus UPS. Proceeds to charity. **C. Phelps, 1065 Oakdale Drive, Williamston, NC 27892.**

Journals available free to university, etc.; individuals please make offer. **WSB**, Vol. 3-19 except 10(1) & 19(4). **JWM**, Vol. 39-44; **Monographs**, No. 41-74; **Wildlife Review**, 118, 125, 136, 146, 149-151, 153, 155-182; **Journal of Forestry**, 1977-1984, except 4/80, 6-7/80, & 10/84. **Jeff Schmaltz, Route 1, box 5575, West Richland, WA 99352; 509/967-3058.**

Transactions of the North American Wildlife and Natural Resources Conference, 15th (1950) through 32nd (1967). Best offer plus shipping. Entire proceeds will be donated to The Wildlife Society in buyer's name. **Larry Muehlbach, P.O. Box 426, Chino Valley, AZ 86323; 520/636-2822.**

Incomplete set of various issues of *The Wildlifer*, dating from July/August 1987 (Issue No. 223) through September/October 1993 (Issue No. 260). Cost of postage only. Prefer to give to non-profit organization or educational institution. Call Jodi Jenkins or leave message on answering machine at 615/526-2685 (Central Time). For additional information call 615/528-6481 between the hours of 7:30 a.m. and 4:00 p.m. (Central Time).



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