



# THE WILDLIFER

January-February 1995

THE WILDLIFE SOCIETY

*Excellence in Wildlife Stewardship Through Science and Education*

Issue No. 268

## Congressional Budget Cuts Threaten Wildlife Research

The research capability of the US Department of the Interior (DOI) is threatened severely by impending Congressional action. The National Biological Service (NBS), which contains the Cooperative Wildlife Research Units and most of the wildlife-related science and research expertise in the DOI, has been targeted for elimination. The NBS is especially at risk because it has not yet been formally authorized by Congress. The transfer of scientists from Interior agencies and bureaus to NBS was accomplished administratively. Leaders in Congress have stated that they do not intend to appropriate funds in areas that are not authorized.

Many wildlife professionals are extremely concerned about this because the House leadership's Contract With America and its associated appendix identifies the National Biological Survey (now Service) as a target for elimination by budget cut. This draconian action is rationalized under the false assumption that NBS activities will lead to increased regulation and loss in private property values due to the location of endangered species and delineation of wetlands.

The Congress intends to carry out the tax cut through a rescission of funds in the current budget. The NBS is one of many bureaus and programs targeted for elimination or severe modification. Budget rescission hearings may occur as early as mid-January 1995. In addition, specific budget cutting proposals for 1996 will be ready by the second week of January.

Wildlife professionals and others who support scientific research are contacting their congressional delegations and explaining the importance of maintaining a strong research and science capability within the Department of the Interior. They also are contacting the office of Rep. Ralph Regula (R-OH) because Mr. Regula chairs the House Appropriations Interior Subcommittee that will be considering these budget proposals.

It is critical that the research and monitoring capabilities of the Interior's land management agencies are not eliminated. In the event that Congress does not appropriate funds for the NBS, it is imperative that adequate funding be secured to return the scientists to their parent agencies.

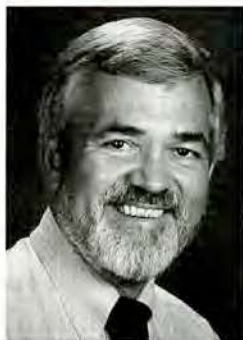
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## President's Corner

Not surprisingly, many in the wildlife conservation profession closely follow election outcomes. After all, most of us are public employees, and virtually all are stewards of a public resource. In Washington, D.C. and in many state and local governments, the balance of power recently shifted. Different faces and different ideas grace the headlines and air waves. By now thousands of gallons of coffee, espresso, and diet soda have been sipped or gulped by wildlifers speculating about the effects of the political power shift within our own working milieu. In the long run, however, politics is inconsequential to the social change that continues to shape our lives.



Eric Fritzell

In the November issue of *The Atlantic Monthly*, noted social scientist Peter Drucker argues "if this century proves one thing, it is the futility of politics." He describes how social transformations -- "like ocean currents deep-below the hurricane-tormented surface of the seas" -- have and will continue to shape the world in which we live. The rise of the "knowledge worker" during the latter half of the century, and the emerging "knowledge society" will provide much of the social inertia in decades to come. Rest assured current attempts by Congress to eliminate the National Biological Service will do nothing to reduce the need for reliable information and human skills to use it effectively.

Although wildlifers have always been what social scientists would call "knowledge workers" -- those whose roles are dependent on formal education, -- the knowledge society will demand higher levels of performance than are currently customary. Most significantly, all of us will need to develop new knowledge at a faster pace throughout our careers. Life-long learning will require educational institutions to better prepare students for that component of their careers -- sometimes at the expense of "content." Employers will need to recognize, plan for, and support employee participation in continuing education. And professional groups, such as TWS, will need to facilitate diverse means to foster life-long learning.

Characteristics of the 1st Annual TWS Conference in Albuquerque and the upcoming Portland Conference reflect the "economy" of professional development in this field. First, both supply and demand emphasize specialized information. Based on our survey in Albuquerque, 89% of the attendees considered the symposia and workshops to be "important or very important" in their decision and/or ability to attend. All of the 20 symposia were well-attended, but the ones on Metapopulations and GIS Technology were bursting at the seams. Indeed insufficient space for those sessions was the organizational shortcoming most often mentioned by conference attendees. The supply of specialized symposia remains high for the Portland Conference. Many outstanding folks are eager to organize state-of-the-art, focused

programs. The 1995 Program Committee also has selected 20 excellent symposia -- ranging from Landscape Ecology Principles to Elephant Conservation. Unfortunately, not all of the 30 proposals could be accommodated. In addition to symposia, about 160 submitted papers and posters also will be scheduled. We believe the facilities will easily accommodate the "high demand" sessions. It portends to be a great conference.

Another not-so-surprising feature of the professional development economy is that budget and travel restrictions limit participation by state and federal agency professionals. Our conference survey suggested about 51% of the attendees were government employees --- 14% state and 37% federal. I was pleased to note that most of the state agencies from around the country were represented by at least 1 person. Yet all of those people I talked to knew of other colleagues who "needed to be here," but could not attend due to travel policies. In my opinion, a major shortcoming within this profession is the inability or unwillingness of government agencies to recognize and support career-long learning by its professional staff. A recent Federal Aid-sponsored survey of state fish and wildlife agency directors supports this notion. For example, <40% of state directors agreed that, in their agency, "time is provided for employees to pursue professional development activities outside the organization;" and only about 20% agreed that "employees participating in training and development opportunities are rewarded during their performance appraisal."

As knowledge becomes more specialized and new technical tools are developed at faster and faster rates, the public stewards of this nation's natural resources will need to plan for and support life-long learning by its employees. As someone brighter than I once said, "If you think education is expensive, try ignorance."

It is unlikely that the contemporary political shift will alter the emergence of the "knowledge society." We all need to participate in life-long learning. By all signs TWS' Annual Conference will serve as a major "exchange" for technical information for years to come. For a learning experience -- plan to be in Portland in September!

### REMINDER

#### Request for Small Group Meetings and Socials - TWS 95 Conference DUE MARCH 1, 1995

TWS working groups, TWS committees, other organizations, alumni groups, and agencies interested in holding a small group meeting, reception, or other activity in association with TWS' 2nd Annual Conference, September 12-17, 1995 in Portland, Oregon are invited to submit requests to the Steering Committee. Groups will be allocated meeting rooms on a space available basis. Requests should be submitted on the form included in the September-October 1994 issue of *The Wildlifer*.



# Preliminary Program

## Portland 95

### *The Wildlife Society*

### *Second Annual Conference*

*September 12-17, 1995*

The following is a preliminary list of symposia and workshops scheduled for the 1995 Annual Conference in Portland, Oregon. Concurrent contributed paper and poster sessions on a wide range of topics also are planned.

A Primer in Landscape Ecology  
 Adaptive Management of Wildlife Resources: Development and Directions  
 African and Asian Elephant Conservation and Management  
 Amphibians  
 Biodiversity and Management of Species Associated with  
 Late-Successional Forests in the Pacific Northwest  
 Biological Diversity: A Workable Concept  
 Category 2 Candidate Species  
 Complexities of Addressing Human-Wildlife Conflicts  
 Ecological Risk Assessment and Wildlife Management  
 Ecology, Management, and Sustainable Use of Western Riparian Ecosystems  
 Genetic Applications to Wildlife Management and Conservation  
 Habitat Conservation Planning: New Partners in Wildlife Management  
 International Wildlife Management and Research: Toward a Global Perspective  
 Large-Scale Studies of Wildlife Use of Managed Forests in the Pacific Northwest  
 Maintaining Biodiversity in Disturbance Adapted Landscapes in Inland Pacific Northwest  
 Prairie Wetland Ecology: Contribution of the March Ecology Research Program  
 Statistical Analyses for Wildlife Studies: Some Current Issues  
 Strategies for Wild Ungulate Management: Implications to Ecosystem Management  
 Water Wars, Pollution, and California's San Joaquin-Sacramento Watershed  
 Wildlife Population Ecology: Theory and Application

## **Plenary: Long-Term Research on Keystone Species: Implications for Ecosystem Management**



### **Contributed Paper and Poster Sessions**

Contributed Paper and Poster sessions are still being developed. Abstracts on any wildlife topic are invited for possible inclusion in the program. Deadline for abstracts is **February 15, 1995**.



## WILDLIFE POLICY ACTIVITIES

### Forest Ecosystem Health on the Boise National Forest, Idaho

The Boise National Forest (BNF) is aggressively pursuing management tactics including salvage sales, prescribed burning and understory thinning to restore forest health. TWS Policy Director Tom Franklin, and representatives of the American Fisheries Society, Pacific Rivers Council, and the National Wildlife Federation were recently asked by the Forest Service to visit and comment on their forest ecosystem management. The Forest had been affected by wildfires this past summer, and the Forest Service wanted to explain what they were doing to mitigate past fires and reduce the effects of future fires. The team evaluated the Service's efforts relative to forest health, fisheries, and wildlife. The following describes highlights of the participants' comments and suggestions:

#### Problems

- \* There is an overall lack of a clear long-term plan for ecosystem management on the Boise National Forest. There is not enough known about the effects of current management techniques to pursue an aggressive salvage and thinning program at this time.
- \* There is a need for environmental impact statements and watershed scale analysis concerning fire salvage programs.
- \* There is an inadequate resource inventory, particularly of important ponderosa pine communities. A more thorough inventory is needed before extensive harvesting is undertaken.
- \* Basic philosophical approaches must be reconsidered. The current practices promote aggressive management with salvage, thinning and prescribed fire. These practices have not considered fish and wildlife adequately, nor do they recognize the beneficial aspects of fire as a force for renewal and a necessary aspect of the forest ecosystem.
- \* There is much rhetoric in the local news media about the mismanagement of forests with appeals for rapid action to see that forest health is restored via salvage timber sales. The perception of a crisis has been created by many politicians, industrialists, and federal forest managers. There is no clear scientific basis for these arguments. Management alternatives and unknowns have not been identified and presented as part of a public debate on the issue. Until this is done, the existing campaign only serves to mislead an increasingly bewildered public.

#### Suggestions

- \* The BNF should protect all remaining roadless areas from construction. These areas are critical refugia for fish and wildlife and for analyzing the natural forest state.

\* The Northern Rocky Mountains experienced catastrophic fires in the 1870's and in 1910 before modern silvicultural techniques and fire suppression were in use. These fires occurred during periods of drought. Until some basis for assessing the relative contribution of management and the prolonged drought to the current and widely publicized problems is available, radical new programs are not prudent.

\* The technical staff of the BNF has progressed in their thinking from a definition of forest health that centered on the ratio of ponderosa pine and Douglas fir to one that is focused on ecosystem management. Unfortunately, spokespersons for the forest industry and management have not kept pace with this new thinking. The BNF needs to increase its communication efforts to maintain up-to-date administrators and an informed public.

\* Green sales should be reduced commensurate with increased salvage sales.

\* An accurate inventory of old-growth resources is needed.

\* The many unknowns about the environmental effects of forest health and salvage treatments requires that the Forest Service use an adaptive approach to management. Management should be performed as an experiment on a limited scale, monitored and evaluated to guide appropriate and effective management direction.

### Conservation Reserve Program Brochure Released

The Conservation Reserve Program (CRP) is the most important agricultural conservation program in practice today. The more than 36 million acres enrolled create grassland habitat valuable to wildlife, improve water quality, and save tax-payers money. These benefits are clearly documented in the publications recently released by the Wildlife Legacy Coalition. The Wildlife Society, as part of a 17-member coalition, supported America Needs the Conservation Reserve Program, a white paper and brochure that clearly describe the wildlife benefits of the CRP.

The 1995 Farm Bill is scheduled for re-authorization by Congress next year. It is imperative that an effective CRP be included in the law. Contracts for part of the land currently enrolled expire this year, and if CRP is not renewed, its enormous conservation benefits developed during the past ten years will be lost.

These CRP materials will help conservationists as they express support for the CRP to their congressional delegation and the Clinton Administration. Copies are available through the Wildlife Management Institute 1101 14th St. NW Suite 801, Washington D.C. 20005 (202) 371-1808, and more information on the CRP is available through WMI and The Wildlife Society headquarters.



## The Year in Congress - Missed Opportunities

The 103rd Congress did not adequately address the major national conservation issues faced by the U.S. The Endangered Species Act, 1872 Mining Reform, National Wildlife Refuge legislation, and Clean Water Act took a back seat to health care and crime control.

One exception: a bill to reorganize the USDA did pass. This law eliminates 14 agencies and 7,500 jobs within USDA and should save \$2.5 billion over five years. The statute consolidates many conservation programs into two new agencies to be known as the Natural Resources Conservation Service (formally the Soil Conservation Service) and the Consolidated Farm Service Agency (formally the Agricultural Stabilization and Conservation Service). The NRCS received many programs from the ASCS such as the Water Bank and the Wetlands Reserve. The CFSA is comprised of the remnants of the ASCS, Farmers Home Administration, and Federal Crop Insurance Corporation. This consolidation, however, did not go as far as many conservationists, Secretary Espy, and The Wildlife Society would have liked. The original plan was to have all conservation programs under a single technical agency that would target and effectively control the programs and funds.

This is not to say that no work was done on the other major issues. The Endangered Species Act sparked a heated series of hearings, centered around property-rights. Senator Phil Gram (R-TX) has promised to reaffirm the sanctity of the rights of private property owners on any environmental bill that is passed. The ESA debate did, however, prompt a number of agencies to sign an MOU stating that they would attempt to mitigate their activities' effect on endangered species.

The 1872 Mining Law reform movement was lost to differences between the two houses and a successful block by industry. The only movement on this front was a moratorium on patenting. This process, by which individuals could gain control of public land, including all mineral rights, for a few dollars an acre, is the center of the debate. The moratorium will last one year, or until final legislation is passed.

Forest health, brought to the forefront by this summer's extensive forest fires in the West, sparked a lot of attention, but little Congressional action. The Western Forest Health Initiative was initiated, and a lot of public attention was focused on the problem. Reports such as The Wildlife Society's Interim Protection for Late-Successional Forests, Fisheries and Watersheds have called for a time-out on many activities suspected to have led to the health problem. However, thinning and salvage operations have still been funded in the name of forest health. Full scientific analysis is needed urgently.

In light of the more conservative agenda now being advocated in the Congress, many conservation groups are suggesting the 1995 Farm Bill reauthorization as the best opportunity to work with congress to pass conservation legislation. Programs such as the Conservation Reserve Program set aside land from agriculture, for erosion and nutrient control purposes, with the added benefit of creating millions of acres of prime grassland habitat for wildlife. The ten-year contracts begin to expire soon and it is imperative that the administration and Congress support this program fully.

It is hoped that the 104th Congress will support environmental conservation. However, considering the conservative nature of

the newly elected Congress, it may be difficult to pass scientifically valid environmental policy. The Contract with America contains language in support of property rights and decreased governmental regulation which could affect environmental issues. Increased property rights sensitivity in the new Congress may prove burdensome for those wishing to pass Clean Water and Endangered Species legislation. It is unknown how much power committee chairmen will have under House Speaker Newt Gingrich's control, and whether President Clinton will be willing to use his veto power to stop bad legislation. Whatever the outcome, it assuredly will not be a boring year inside the beltway in 1995.

*Wildlife Policy - Continued on Page 8*

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## Forty-Ninth Annual Conference of the 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 24-27 September, 1995 in Nashville, Tennessee. The deadline for submitting papers to either technical session (Wildlife and Non-game Wildlife) is 1 May 1995. Submit 5 copies of papers and floppy diskette containing your abstract in ASCII text format to either **Bruce D. Leopold, Dept. of Wildlife and Fisheries, Box 9690, Mississippi State, MS 39762**, if they pertain to game species; or to **Charles P. Nicholson, 216 Natural Resources Building, Tennessee Valley Authority, Norris, TN 37828**, if they pertain to non-game or endangered wildlife. Manuscript style must adhere to guidelines published as a special supplement at the end of the 1985 *Southeastern Proceedings* (Vol. 39).

## Berryman Institute Awards CALL FOR NOMINATIONS

The Jack Berryman Institute for Wildlife Damage Management requests nominations for its new awards program. The awards will recognize superior work directed toward the Institute's goals of enhancing human-wildlife relationships by resolving conflicts between humans and wildlife. The Institute will grant three annual awards: 1) research, 2) communication, and 3) program achievement. The research award is designed to recognize superior achievement in the creation of new knowledge. This could be based on a journal publication, book, or other scholarly accomplishment. The communication award will recognize superior achievement in fostering communication. It can be based on a publication, video, symposium, editorship, book, or another accomplishment that enhances communication. The program achievement award is designed to reward a superior "hands-on" effort or program that deals with or helps resolve a wildlife damage management problem of human-wildlife conflict. To nominate someone, send a letter stating why your nominee is worthy of the award and a copy or description of the nominee's accomplishment. Individuals, organizations, or groups can be nominated for these awards. Send nominations to: **Dr. Michael Conover, Berryman Institute, Dept. of Fisheries and Wildlife, Utah State University, Logan, UT 84322-5210**.

## Wetland Identification and Delineation Course

**Wetland Resources** will be offering a course on wetland identification and delineation based on the U.S. Army Corps of Engineers 1987 Wetland Delineation Manual and patterned after the Corps' Regulatory IV training course. This course meets the training requirements needed prior to taking the Corps' Wetland Delineator Certification Exam. Sessions will be held in Mobile, Alabama, on two dates: March 24-26 and May 12-14, 1995. Class size will be limited. For further information, contact **Gena Lantham, Wetland Resources, P.O. Box 2694, Daphne, AL 36526; 205/626-3408**.

## Bat Biology Research Scholarships Available

Bat Conservation International has established a student scholarship fund. Four to five grants, of \$2,000 to \$2,500 each will be made annually in support of research that helps document the roosting and feeding habitat requirements of bats, their ecological or economic roles, or their conservation needs. The application deadline is February 15. For application instructions and forms, write to: **Bat Conservation International, Scholarship Awards Coordinator, P.O. Box 162603, Austin, TX 78716**.

## National Wild Turkey Symposium

The 7th National Wild Turkey Symposium will be held May 23-26, 1995, in Rapid City, South Dakota. Co-hosts for the Symposium include the SD Dept. of Game, Fish and Parks, WY Game and Fish Dept., National Wild Turkey Federation, Black Hills Chapter of the National Wild Turkey Federation, US Forest Service, and Bureau of Land Management. Featured will be state-of-the-art turkey management techniques and recent research study results from throughout North America. Opportunities will also be available for viewing unique Merriam's turkey habitat in the Black Hills. Other near-by site seeing attractions include Mt. Rushmore, Wind Cave National Park, buffalo and Black Hills wildlife in Custer State Park, variety of plant communities in Black Hills National Forest, and the historic city of Deadwood. Registration fee is \$75 if submitted by May 1, or \$100 at the door. Contact **Steven Griffin, SD Dept. of Game, Fish and Parks, 3305 West South Street, Rapid City, SD 57702-8160, or call 605/394-2391; FAX 605/394-1793 for more details**.

## Grassland Birds - Ecology and Conservation International Conference CALL FOR PAPERS

An international conference and training workshop on the ecology, conservation, and management of grassland birds in the Western Hemisphere will be convened in Tulsa, Oklahoma, by the Sutton Avian Research Center and the Association of Field Ornithology, 26-28 October 1995. For conference information, contact: **Dan Reinking, Sutton Avian Research Center, PO Box 2007, Bartlesville, OK 74005-2007; 918/336-7778**. Call for papers, contact: **Peter Vickery, Ctr. Biol. Cons., Mass. Audubon Society, PO Box 127, Richmond, MA 04357; 207/737-2550; e-mail: PVICKERY@IGC.ORG; or Jim Herkert, Illinois End. Species Board, 524 S. Second St., Springfield, IL 62701-1787; 217/785-8687**.

## Taxidermy Mounts Needed

Specimens in standing pose (mammals on four feet, birds on two feet), for a study of responses of nesting birds to predators in Alaska and Yukon (2 specimens of each): raven, crow, gray jay, Stellar's jay, ruffed or spruce grouse, hermit or Swanson's thrush or American robin, red squirrel, least chipmunk, mink, marten, shorttailed or least weasel, Arctic ground squirrel, red fox, coyote. Slightly damaged specimens quite acceptable. Will pay shipping.



Please call Mary F. Wilson or TC Comet, Forestry Sciences Lab, 2770 Sherwood Lane, Juneau, AK 99801; 907/586-8811.

## Alaska Chapter of The Wildlife Society Annual Meeting

### CALL FOR PAPERS

The Alaska Chapter of The Wildlife Society will hold its Annual Meeting on 4-5 May 1995 at the Regal Alaskan Hotel in Anchorage, Alaska. The Annual Meeting is scheduled in conjunction with the 8th Northern Furbearer Conference (3-4 May 1995). The Alaska Chapter will be meeting jointly with the Northern Furbearer conference the afternoon of 4 May. The Chapter meeting will continue of 5 May. This is the first call for papers to be presented in the scientific portion of the meeting. Papers addressing all aspects of wildlife management and research in Alaska are welcomed. For an abstract form contact: **Lowell Suring, Chugach National Forest, 3301 C Street, Suite 300, Anchorage, AK 99503; 907/271-2836**

### Ideas Wanted for 1996 North American Conference

The Program Committee for the North American Wildlife and Natural Resources Conference is seeking ideas for special/technical sessions for the 61st Conference to be held in Tulsa, Oklahoma, in March 1996. The Committee requests specific suggestions for potential special or technical sessions. Focus should be on topics that highlight important regional, national, or international biological, ecological, and socio-economic resource problems, issues, and programs concerning natural resources. Please provide topic/title, statement of purpose/scope, names and addresses of possible individuals to serve as session chairs, and names/addresses/subject areas of candidate speaker for review by the Program Committee. Please send recommendations for the 1996 special or technical sessions by February 15, 1995 to: **Lonnie L. Williamson, Program Committee Chairman, Wildlife Management Institute, Suite 801, 1101 14th Street, N.W., Washington, DC 20005; 202/371-1808 or FAX 202/408-5059.**

## The Wildlife Society SECOND ANNUAL CONFERENCE

September 12-17, 1995  
Portland, Oregon

Featuring symposia, workshops, contributed paper and poster sessions, Working Group meetings, student activities, Members Forum, tours to Mt. St. Helens, old-growth forest, Oregon's coast, and more!

Also featuring: TWS's 2nd  
Annual Trade Show and Exhibition

### PLENARY SESSION

Long-Term Research on Keystone Species:  
Implications For Ecosystem Management

Hosted by the Oregon and  
Washington Chapters, TWS

Registration and Program Information  
available May 1995

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Through Science and Education*

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Wildlife Policy - Continued from Page 5

## Restoring Wolves in Yellowstone

The howl of interest groups surrounding the US Fish and Wildlife Service's (USFWS) efforts to reintroduce gray wolves to Yellowstone National Park and central Idaho threatens a national plan to bring back an important component of wilderness in the West. After years of scientific research, public input, meetings and Environmental Impact Statement drafts, the USFWS approved an alternative which will restore experimental populations of the gray wolf under the Endangered Species Act. Interest groups on both ends of the spectrum, however, continue to fight.

The USFWS's proposal has been challenged twice. The American Farm Bureau Federation (AFBF) sued the USFWS in November of 1994. The AFBF, representing ranching interests, stated that wolf reintroduction "is not in the best interests of those who produce food and fiber in that area." The court denied the AFBF's request to halt or delay the project, ruling in favor of the USFWS. The most recent challenge came from the Sierra Club Legal Defense Fund (SCLDF) which filed a suit on January 5, 1995 against the USFWS, again to halt the reintroduction process. Unlike the American Farm Bureau Federation, the SCLDF wants wolves in the area, but would like to see them return naturally under the full protection under the Endangered Species Act. In the meantime, the USFWS has captured Canadian wolves for release in Yellowstone and central Idaho.

The Society's review of wolf restoration options, the "Restoration of Wolves in North America," concludes that wolves occupy an important ecological niche and should be restored and maintained in selected portions of their original range in the west.

The Wildlife Society supports the experimental population approach to restore wolves into Yellowstone and central Idaho. This action will substantially enhance the conservation and recovery of gray wolves in the northern Rocky Mountains of the United States because: 1) reintroduction of a large founding population will enhance genetic viability; 2) provisions of the experimental rule will allow for wolf population growth while addressing legitimate concerns of local residents through professional management actions; and 3) the reintroduction should result in sufficient numbers in the Rocky Mountain area to delist the wolf by the year 2002.

## THE WILDLIFE SOCIETY 1995 Membership Application Form

Select the desired subscription and enter the appropriate dues below:

| MEMBERSHIP TYPE  | REGULAR  | STUDENT  | DUES |
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### Working Groups: Circle your choice

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(U.S. funds only) TOTAL \$

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- Check (Payable to The Wildlife Society)  
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Have you been a TWS member before?  No  Yes Year(s) \_\_\_\_\_

Mail this form to:

The Wildlife Society, 5410 Grosvenor Lane  
 Bethesda, MD 20814-2197  
 FAX (301) 530-2471 Phone (301) 897-9770

It is time to restore gray wolves to Yellowstone and central Idaho. The USFWS plan is an ecologically sound and socially responsible way to re-establish this native predator in its historic place in the ecosystems of Yellowstone and Idaho.



## REPORTS FROM SECTIONS, CHAPTERS, WORKING GROUPS, COMMITTEES, AND MEMBERS

### Northern Michigan University Student Chapter

North Central Section Rep. Don Rusch presented the official charter to the new Northern Michigan University Student Chapter of TWS at the 56th Midwest Fish and Wildlife Conference in Indianapolis, Indiana, in early December. On hand to accept the charter were student chapter advisor Bill Robinson and student chapter president Joe Christiansen. Northern Michigan University becomes the Society's 64th student chapter. Other recent additions include the Univ. of Washington Student Chapter and Univ. of Kentucky Student Chapter. Congratulations and welcome to all!

### Biological Diversity Working Group Needs Regional Communication Network Volunteers

We need volunteers to help in establishing a Regional Communication Network within the Biological Diversity Working Group. Our intent is to capture and synthesize information about biological diversity conservation activities at the state, regional, national, and international levels for publication in our newsletter. We wish to focus on specific initiatives recently completed, ongoing, or planned about which members of the working group should be informed. Initiatives of interest include, but are not limited to, regional ecosystem and biodiversity management, practical field applications, access to technical assistance, strategies and action plans, legislation, and workshops and symposia. We will establish a primary point of contact within each of the seven TWS sections to whom folks from throughout the section can funnel information for eventual consolidation in the newsletter. We will also establish a national and international contact point. If you are interested in helping to get this effort underway and participating in carrying it out, please contact: **Dave Tazik, Natural Resources Div., U.S. Army CERL, PO Box 9005, Champaign, IL 61826-9005, 1-800-864-4733 or 217-373-4420 x606, fax: 217-373-4520, or E-Mail: d-tazik@CECER.army.mil.**

### Meeting and Update For Biological Diversity Working Group

The Biological Diversity Working Group will hold a board meeting at the North American Wildlife Conference in Minneapolis, MN on Sunday, 26 March 1995 from 2-4 PM at Board Room Number 2 of the Minneapolis Hilton and Towers. Please plan to attend and participate in discussion. The Biological Diversity Working Group was the first working group to be approved by TWS Council. Membership of the working group now exceeds 400. The nominations committee is finalizing biographies for nominees to elect officers and

committee chairs. A workshop titled "Maintaining Regional Biodiversity: Practical Solutions to Complex Ecological Challenges" was held at the Albuquerque Conference in September. Presentations about regional biodiversity, forest bird and wetland biodiversity management, biodiversity in fragmented landscapes, and a biodiversity assessment measure were informative and well received. The workshop in Albuquerque was so successful that we have proposed a panel workshop for the Annual Conference in Portland titled: "Biological Diversity: A Workable Concept?" The format will be an open panel discussion about goals for the conservation of biological diversity at a landscape level with a focus on evolutionary and ecological approaches. Speakers for selected topics will be invited to present diverse views to stimulate discussion. Plan to attend and participate. Exchange of information within the working group and with other organizations is essential to achieving conservation of biological diversity on a regional scale. A quarterly newsletter has been prepared and sent to members of the working group. The newsletter is designed to encourage exchange of ideas and opinion, provide an information database, and generate discussion. Additionally, a survey was developed and sent to other societies and organizations with interests in biological diversity. The survey will request information about activities being conducted, relevant position statements, and active committees dedicated to the conservation of biological diversity. (Submitted by Robert R. Harms)

### From Our Members



**Scot J. Williamson**, formerly director of the Texas Parks and Wildlife Department's big game program, is the new Wildlife Management Institute representative in the Northeast region.



**Harvey Huffstatter**, a long time member of The Wildlife Society and past officer of the Mississippi Chapter, recently joined Ducks Unlimited as the Regional Biologist, Private Lands Conservation, Southern Regional Office, Jackson, Mississippi.



**James R. Woehr**, formerly coordinator of Alabama's nongame wildlife program, is the new senior scientist for the Wildlife Management Institute in Washington, D.C.



Ducks Unlimited's "Continental Conservation Plan" has been selected as the Renewable Natural Resources Foundation 1994 Outstanding Achievement Award recipient. **Mickey E. Heitmeyer**, conservation group manager for Ducks Unlimited accepted the award. Dr. Heitmeyer was assisted on the plan by **Rod Fowler**, project co-leader.



## New Awards Recognize TWS Chapters

The Wildlife Society presented its first annual awards for Chapter of the Year and Student Chapter of the Year at its First Annual Conference in Albuquerque, New Mexico last September. Recipients of the 1994 awards were the North Dakota Chapter and the University of Tennessee at Knoxville Student Chapter.

### NORTH DAKOTA CHAPTER

The North Dakota Chapter was recognized for outstanding service to wildlife professionals and wildlife resources. It has been one of the most active chapters in TWS for many years. It has been a forerunner in legislative issues and in developing critical habitat management programs within the state of North Dakota, all having far reaching effects on adjacent states and regions. Its dynamic membership includes a large reservoir of professionals from which it draws participants for its many projects. These include conducting workshops, symposia, conferences, and conclaves; supporting students and their activities; influencing legislation and wildlife policy; initiating habitat management and resource conservation projects; participating in professional activities; and strengthening the capabilities of wildlife professionals.



### UNIVERSITY OF TENNESSEE KNOXVILLE

The University of Tennessee at Knoxville Student Chapter was recognized for outstanding service in developing wildlife professionals for the future. It has a strong record of involvement in many phases of wildlife science and management. The chapter is involved in numerous projects, primarily through contracts with state and federal agencies that provide the chapter an annual income of approximately \$36,000. This money has paid salaries to students involved in research and management projects, financed chapter activities, supported trips to professional meetings, and endowed a scholarship fund. The chapter is providing their members with excellent opportunities to develop skills essential to their future employment and to the future of wildlife resources.



**Congratulations to both Chapters for a job well done!**

## SUNY College of Environmental Science and Forestry Student Chapter Hosts Northeast Section Student Conclave

The State University of New York College of Environmental Science and Forestry Student Chapter hosted the Northeast Section Student Conclave on October 14-16, 1994. The conclave was held at the Adirondack Ecological Center, Huntington Wildlife Forest, a field station owned by the college, located in the heart of the Adirondack Mountains. The event was attended by nearly 80 visiting students and 25 from the host chapter. The attending student chapters were Cornell University, Penn State University, University of Maine, University of Massachusetts, University of New Hampshire, University of Rhode Island, and University of Vermont. The conclave featured field trips designed to highlight field station activities and the Adirondack ecosystem, including a guided hike to the summit of adjacent Goodnow Mountain to view the High Peaks Region and a tour of the field station with descriptions of ongoing research. In addition, a guided hike through the virgin old growth on the property and a presentation of educational programs by the Adirondack Park Agency's Visitor Interpretative Center staff were well received. Penn State won the wildlife quiz bowl championship although Cornell put up quite a struggle to retain the title. A timely keynote address concerning the future realities and responsibilities of the profession was given by Gerry Barnhart, Assistant Director of the Fish and Wildlife Division for NYS Dept. of Environmental Conservation. The evening ended with music and singing on the shore of Rich Lake accompanied by Adirondack folk singer, Peggy Eyres. The Student Chapter is thankful to all those involved, especially the unselfish staff of the AEC, led by Dr. William Porter and Mr. Dick Sage. We are also grateful to the parent society and the New York State Chapter for additional funding. The conclave was a great success, and we are all looking forward to the 1995 Conclave to be hosted by the students at the Univ. of Maine.

Submitted by M.J. Begier

## NEW: A Unique and Significant Book for all Wildlifers!

*Voices from Connecticut Hill: Recollections of Cornell Wildlife Students, 1930-1942* by Harlan B. Brumsted, Mary Margaret Fischer, Richard B. Fischer, and Bradley L. Griffin, College of Agriculture and Life Sciences, Cornell University, commemorates the human side of the young men who gathered field data on Connecticut Hill near Ithaca, the primary study site of the thirteen-year New York ruffed grouse investigation. That study produced the classic, *The Ruffed Grouse: Life History, Propagation, Management* by Bump, Darrow, Edminster, and Crissey (1947). The volume is full of reminiscences of days in the field and on campus, as described in the anecdotes, diary selections, and essays of 40 Hillers. Over 100 photographs -- the majority taken by them -- also portray their lives and times during these turbulent years. Proceeds from sales will support student summer internships in field studies. The 160-page book sells for \$25.00 plus \$5.00 for shipping. For ordering information contact: H.B. Brumsted, Natural Resources, Fernow Hall, Cornell University, Ithaca, NY 14853-3001.



## Meetings of Interest

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

| <u>1995</u> |       |  |         |          |  |
|-------------|-------|--|---------|----------|--|
| March       | 9-12  | <b>International Wolf Symposium - Wolves and Humans 2000: A Global Perspective for Managing Conflict</b> , Duluth, MN. (Continuing Education & Extension, Univ. of MN Duluth, 409 Darland, 10 University Dr., Duluth, MN 55812. 218/726-6819; FAX 218/726-6336.)   | May     | 12-14    | <b>Wetland Identification and Delineation Course</b> , Mobile, AL. (Gena Lantham, Wetland Resources, PO Box 2694, Daphne, AL 36526; 205/626-3408.)   |
| March       | 24-26 | <b>Wetland Identification and Delineation Course</b> , Mobile, AL. (Gena Lantham, Wetland Resources, PO Box 2694, Daphne, AL 36526; 205/626-3408.)   | May     | 15-17    | <b>Environmental Impact Assessment in Water Management</b> , Bruges, Belgium. (Group for Applied Ecology, Univ. Antwerp, Att. Ms. Martine Janssen, Universiteitsplein IC, B-2610 WILRIJK - ANTWERP BELGIUM).   |
| March       | 24-29 | <b>60th North American Wildlife &amp; Natural Resources Conf.</b> , Minneapolis, Hilton & Towers, Minneapolis, MN. (L.L. Williamson, Wildlife Management Institute, 1101 14th Street, NW, Suite 801, Washington, DC 20005. 202/371-1808.)  | May     | 23-26    | <b>Seventh National Wild Turkey Symposium</b> , Rapid City, SD. (James G. Dickson, USFS Wildlife Habitat Lab, P.O. Box 7600 SFA, Nacogdoches, TX 75962.)   |
| March       | 24-29 | <b>The Wildlife Society Special Council Meeting and Related Meetings</b> , Minneapolis, Hilton & Towers, Minneapolis, MN. (H.E. Hodgdon, TWS, 5410 Grosvenor Lane, Bethesda, MD 20814. 301/897-9770.)  | May     | 24-25    | <b>Western States and Provinces Joint Deer and Elk Workshop</b> , 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       | 3-7   | <b>National Interagency Workshop on Wetlands "Technology Advances for Wetlands Science,"</b> 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 29  | June 2   | <b>Society of Wetland Scientists Annual Meeting "Wetland Understanding, Wetland Education,"</b> 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       | 5-8   | <b>65th Annual Meeting of the Cooper Ornithological Society</b> , 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).   | June    | 4-7      | <b>NE/SE/Midwest Joint Furbearer Workshop</b> , 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       | 9-12  | <b>51st Annual Northeast Fish and Wildlife Conference</b> , 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.)  | June    | 6-8      | <b>Adaptive Ecosystem Restoration and Management: Restoration of Cordilleran Conifer Landscapes of North America</b> , 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       | 10-13 | <b>Great Plains Wildlife Damage Control Workshop</b> , Tulsa, OK. (Ron Masters, OK State Univ. Forestry Extension, 240 Agriculture Hall, Stillwater, OK 74078. 405/744-8065; FAX 405/744-9693.)  | June    | 7-11     | <b>Society for Conservation Biology 1995 Annual Mtg.</b> , 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       | 11    | <b>Paradigms in Transition: Natural Resources Management in the New Century</b> , Fort Collins, CO. (Rick Knight 303/491-6714; Dan Binkley 303/491-6519, or Joyce Berry 303/491-5405.)   | June 28 | - July 1 | <b>Planted Forests - Contributions to Sustainable Societies</b> , Portland, OR. (Planted Forests Symposium, Forestry Conference Office, College of Forestry, Oregon State University, Corvallis, OR 97331-5707.)   |
| April       | 20-22 | <b>Understanding Harvest Assessment in the North</b> , Alyeska Prince Hotel, Girdwood, Alaska. (John Trent, Harvest Symposium, 333 Raspberry Road, Anchorage, AK 99518-1599.)  | July    | 16-21    | <b>10th International Conference on Bear Research and Management</b> , 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; 907/452-1531; FAX 907/452-6410.)   |
| April 30 -  | May 5 | <b>31st North American Moose Conference and Workshop</b> , 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.)   | Aug.    | 12-16    | Second International <i>Martes</i> Symposium, University of Alberta, Edmonton, Alberta, Canada. (Gilbert Proulx, Alpha Wildlife Research and Management Ltd., 9 Garnet Crescent, Sherwood Park, Alberta, Canada T8A 2R7; 403/464-5228.   |
| May         | 1-2   | <b>2nd Annual Wildlands Conference "Risks, Regulations, and Resolutions: Creating the Process,"</b> Hyatt Regency, Dearborn, MI. (Wildlife Habitat Council, 1010 Wayne Avenue, Silver Spring, MD 20910; 301/588-8994; FAX 301/588-4629.)   | Aug.    | 13-17    | <b>2nd International Arctic Ungulate Conference</b> , University of Alaska Fairbanks, Fairbanks, Alaska. (Dr. David Klein, Chair, Organizing Comm., 2nd Arctic Ungulate Conference, AK Coop Fish and Wildlife Research Unit, Univ. of Alaska Fairbanks, Fairbanks, AK 99775-7020; FAX 907/474-6967.)   |
| May         | 3-4   | <b>8th Northern Furbearer Conference</b> , 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.)   | Sept.   | 18-20    | <b>Versatility of Wetlands in the Agricultural Landscape</b> , Hyatt Regency, Tampa, FL. (Jon Hiler, ASAE, 2950 Niles Road, St. Joseph, MI 49085-9659.)  |
| May         | 4-5   | <b>Annual Meeting of the Alaska Chapter of The Wildlife Society</b> , 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** of Wildlife Ecology/Ecosystem Management, 12-month, tenure-track appointment at the University of Wisconsin-Madison. Ph.D. in wildlife ecology, ecosystem management, landscape ecology, or closely related field is a requirement, and postdoctoral research and teaching experience are highly desirable. Research should focus upon quantitative animal ecology with an emphasis on mammals and birds in the context of ecosystem management and large-scale ecology. Teaching will include 2 undergraduate/graduate courses each year on applied and theoretical aspects of ecosystem management. Undergraduate advising also expected. Preference given to applicants with expertise in GIS applications and ecosystem modeling, and those who meet criteria for certification by The Wildlife Society. Application deadline is March 1, 1995 with position available as early as July 1, 1995. Send curriculum vitae, transcripts, GRE scores, 3-5 letters of recommendation, and letter of application with statements of research and teaching interests to: **Dr. Robert L. Ruff, Chair, Dept. of Wildlife Ecology, 226 Russell Labs, 1630 Linden Drive, Madison, WI 53706-1598.** *University of Wisconsin is an AA/EEO employer. Women and minorities are encouraged to apply.*

**ASSISTANT PROFESSOR.** Arkansas Tech University seeks a **wildlife biologist** specializing in **mammalian ecology** for a tenure-track position in the Dept. of Biology beginning August 1995. The qualified individual will teach undergraduate courses in wildlife management, wildlife techniques, mammalogy and general biology, and will advise undergraduate majors. A record of productivity in wildlife biology and commitment to teaching excellence are required. Master's in Wildlife Biology or related field required with preference given to Ph.D. Salary is commensurate with experience and qualifications. Closing date is February 15 or until the position is filled. Send a letter of application, current vita, copies of transcripts, and names, addresses, and telephone numbers of three references to: **Dr. Richard Cohoon, Dean, School of Physical and Life Sciences, Arkansas Tech University, Russellville, AR 72801.** *AA/EEO.*

**BIOLOGICAL TECHNICIANS (2-4)** (GS-5 equivalent, \$364/wk [pay raise anticipated]) needed for Mourning Dove nesting study in the Central Valley, California **20 March - 8 September 1995.** Duties include conducting extensive and intensive systematic field searches for Mourning Dove nests, determining egg/nestling age, recording nest site characteristics, and documenting nest fate via a regular revisitation schedule. Will collect dove wings during first week of hunting season. Must be self-motivated, in excellent physical condition, and able to work alone confidently in rugged terrain in high temperatures with only periodic supervision. Primitive housing (trailers or bunkhouse) and training will be provided. Minimum educational qualifications: senior level undergraduate student in wildlife management or biology, zoology, or related field. Preference given to applicants with experience in conducting

or participating in nesting studies or related field work. Persons hired will be employees of Humboldt State University. By 1 March, send letter and resume outlining experience and availability, college transcripts, and names and phone numbers of 3 references to: **Michael R. Miller, National Biological Survey, California Pacific Science Center, 6924 Tremont Road, Dixon CA 95620; phone 916/756-1946.**

**COASTAL BIRD ASSISTANTS** needed on Nantucket and on Cape Cod to monitor and protect nesting areas of terns, plovers, and egrets at the Sampson's Island Wildlife Sanctuary, Cotuit, Massachusetts. Will be responsible for monitoring nesting success, conducting experimental protection measures, greeting island visitors, and enforcing sanctuary regulations. Positions run from Memorial Day (some earlier) through Labor Day. Modern housing will be provided in the Osterville area with a stipend of \$170.00 per week. Send cover letter, resume, and letter of recommendation by **March 15, 1994** to: **Scott Hecker, Massachusetts Audubon Society, South Great Road, Lincoln, MA 01773.** For more information call 617/834-9661.

**ECOSYSTEM MANAGEMENT PROJECT MANAGER/BIOLOGIST** for an ecosystem management demonstration project in Boise Cascade's Minnesota Region located in International Falls. The project duration is five years. Responsibilities: oversee operations of project including contract work, field investigations, habitat inventory, and development of analysis tools; coordinate activities with Boise Cascade regional and corporate personnel; and interact with agencies, organizations, and the media. Qualifications: M.S. in wildlife ecology or closely related field; knowledge of ecosystem management, wetlands ecology, and wildlife/forestry interactions; experience in supervisory and administrative positions; capability to build and maintain coalitions; ability to communicate effectively with a variety of audiences. Salary range: \$42,373-63,972. Send letter of application, resume, and addresses and phone numbers for at least three references by **March 3, 1995** to: **Luci McDonald, Boise Cascade Corporation, 1111 West Jefferson Street, Boise, ID 83702.** *Boise Cascade is an EO employer M/F/D/V.*

**EXTENSION WILDLIFE ASSOCIATE** in the Department of Aquaculture, Fisheries and Wildlife, Clemson University. MS degree in wildlife management, wildlife biology, wildlife ecology or related field required. Candidate must have demonstrated oral and written communications ability and preferably two or more years experience in extension or extension-related work in natural resources. Send letter of application, resume, three letters of recommendations and transcripts to: **Dr. Greg Yarrow; Chair, Search Committee; Aquaculture, Fisheries and Wildlife Dept; G08 Lehotsky Hall, Clemson University, Clemson, SC 29634-0362; 803/656-7370.**

**FIELD ASSISTANT** needed for study of the spatial ecology of Brownheaded Cowbirds on forest lands in the Appalachian Mountains of

western Maryland. Duties include habitat analysis within activity areas of female cowbirds and at random sites, operating GPS receiver, computer data entry, and possibly assisting in point counts for breeding birds. Woody plant identification experience is desirable. From approx. 29 May - 23 June 1995, with housing and transportation provided. Salary is \$260/week. By 31 March 1995, please send letter of interest; resume; and names, addresses, and phone numbers of 3 references to: **J. Edward Gates, Appalachian Environmental Laboratory, Center for Environmental & Estuarine Studies, The Univ. of Maryland System, Frostburg, MD 21532; 301/689-3115.** *UMCEES is an EO/AA employer.*

**FIELD ASSISTANTS (2)** needed from April 15 - August 15 for a Ph.D. study of the breeding ecology of Yellow-billed Cuckoos at the Savannah River Site in New Ellenton, SC. Work will be done in bottomland hardwood forests. Duties may include: nest finding and monitoring, nest observation, territory mapping, arthropod sampling, vegetation sampling, and grid laying. Individuals with experience in nest finding and plant identification are preferred, but will consider hard workers with a serious interest in acquiring these skills. Must be willing to endure hot, humid, sometimes frustrating days that involve contact with poison ivy, chiggers, and venomous snakes. Salary is \$1,387.50/month. Please send letter of interest and resume containing the names, addresses and phone numbers of 3 references to: **Jennifer K. Wilson, School of Forest Resources, University of Georgia, Athens, GA 30602; 706/546-4143; e-mail JKW1863@Smokey.Forestry.UGA.EDU.** *Positions contingent upon funding.*

**FIELD ASSISTANTS (6)** needed for a study of Neotropical migrants breeding in grassland (Conservation Reserve Program) fields in western Minnesota. Positions required hard work but the climate is moderate and there are no chiggers. Positions start on **1 May or 15 May and end on 21 July or 4 August.** Duties include finding and monitoring nests, censusing, and surveying vegetation. Desired skills include bird ID, nest finding, careful record keeping, and ability to observe behavior patiently. Salary \$1370 - \$1540/mo. Send resume, course list, and names of 2 references by **3 March** to: **Rolf R. Koford, F&W Coop. Unit, Science Hall II, Iowa State University, Ames, IA 50011; 515/294-3056; e-mail eklaas@iastate.edu.** *EOE.*

**FIELD ASSISTANTS (20)** needed for major study of declining species of prairie and prairie-edge birds in Oklahoma. Bird ID skills by sight and sound useful. Involves nest finding, point counts, banding, vegetation and insect sampling, and compass work. Accuracy in observation and record keeping a must. Will train in procedures and techniques. Ability to tolerate intolerable conditions useful (heat, humidity, ticks, chiggers, snakes, tarantulas, poison ivy, fellow crew members, etc.). **NEST MONITORING CREWS (16 positions mid April - July):** duties mentioned above. Nest finding experience desirable. **Requires patience. BANDING CREWS (2 positions mid May - mid August):** duties include



operation of multiple MAPS mist netting and banding stations and associated vegetation sampling. Prior experience netting, ageing, and sexing birds desirable. Salaries \$1,000-1,200/month plus \$55/week per diem. Camping available or must provide own housing (will help locate). Send letter of interest, resume, crew preference, and at least 2 references with phone numbers ASAP or before 28 February to: **Dan Reinking, Sutton Avian Research Center, PO Box 2007, Bartlesville, OK 754005-2007; phone 918/336-7778; FAX 918/336-7783.**

**FIELD ASSISTANTSHIPS** (several) available to study wetlands and aquatic bird ecology at breeding bird colonies along the northeastern US coast, including: Delaware Bay, New York Harbor, Cape Cod, and Boston Harbor. Positions are four-five months beginning early April 1995. Qualifications: B.S. degree in biology or similar field, or equivalent work experience; swimming proficiency; and valid driver's license. Previous field experience and familiarity with the use of small boats and/or outboard motors desirable. Salary is \$170-\$220/week depending on experience. Personal vehicles may be necessary at some sites; mileage will be reimbursed. Housing provided at most sites. Selections will be made by 1 March 1995. Please send letter outlining interests and relevant experience, resume, two references, and course listing to: **Bryan E. Wright, Manomet Observatory for Conservation Sciences, PO Box 1770, Manomet, MA 02345-1770; phone 508/224-6521. Manomet Observatory is an Equal Opportunity Employer.**

**FIELD RESEARCH ASSISTANTS** (8) wanted to participate in research project addressing the effect of scale on measuring bird diversity in forested habitats in the Bighorn Mountains of Wyoming. Some experience with bird identification and willingness to become proficient at identifying birds by song is required. Preference will be given to persons with experience in vegetation sampling methods and knowledge of avian ecology. Must be in good physical condition, like working in remote areas, and work well in groups. Positions available mid May at \$1000-\$1200/month depending on experience. Send resume, name and current phone number of 3 references, and transcripts by 15 March 1995 to: **Dr. Evelyn Merrill, College of Natural Resources, University of Wisconsin-Stevens Point, Stevens Point, WI 54481; 715/346-4112.**

**FIELD RESEARCH ASSISTANTS** (2) to help with a wetland bird (nongame) nesting productivity study in northern Illinois from April 15 - August 1, 1995 (starting and ending dates are somewhat flexible). Duties will include searching for nests, monitoring nest fate, censusing birds, and measuring vegetation at nest sites. The work will involve long hours searching for nest under difficult conditions, frequently in chest waders or from a canoe. Experience with wetland birds, nest searching, and/or avian field research is a plus but is not essential. Housing on the Max McGraw Wildlife Foundation plus an \$800-850 a month stipend will be provided. The Foundation is located in northeastern Illinois 40 miles west of Chicago on 1200 wooded acres. To apply send a letter of interest (include dates of availability), a resume summarizing educational, work, and

field experience, photocopies of college transcripts, and the names, addresses, and phone numbers of 3 references to: **Charles R. Pain, Max McGraw Wildlife Foundation, PO Box 9, Dundee, IL 60118; phone; 708/428-6331; FAX 708/741-8157.**

**FIELD RESEARCH ASSISTANTS** needed for a long-term study of the metapopulation structure of the Mexican Spotted Owl in the Mountains of central New Mexico. All positions require previous camping and backpacking experience and the desire to work long hours at night under beautiful but rugged conditions. One position is available **1 April - 15 August**, and requires previous experience banding Spotted Owls. A second position is available **15 May - 31 October**; previous experience with radio telemetry will be helpful. A third position is available **15 May - 15 August**; previous field work with birds is required. Salary \$800-\$1000/month depending upon experience. For all positions send letter of interest, brief resume and the names, addresses, and phone numbers of at least two references to: **Peter Stacey, Program in EEC Biology, University of Nevada, Reno, NV 89557 (e-mail stacey@unr.edu). Please identify the position for which you are applying.**

**FIELD RESEARCH ASSISTANTS** (2) needed **May - July 1995**, for a project evaluating the impact of a brown-headed cowbird trapping program. Duties will include trapping, handling and banding birds; nest searching and monitoring; and bird surveys. Experience in identification of birds by sight and sound preferred. Must be able to work independently and willing to work long hours. Salary \$800/month plus housing. To apply, send letter of interest, resume, and names of three references by **March 15** to: **Christine Hunter, Dept. of Forestry and Natural Resources, Purdue University, West Lafayette, IN 47907; e-mail: cmhunter@forest1.fnr.purdue.edu.**

**FIELD RESEARCH ASSISTANTSHIPS** (13-15) available to qualified applicants with strong background in ornithology. Previous field experience with forest birds and vegetation sampling is preferable. The successful candidates will assist in bird surveys as part of two comprehensive studies of the effects of forestry practices on birds in managed forests. Candidates must have a working knowledge of avian ecology, ability to identify all forest birds of western Washington by call and song and be able to work as a team member. Position includes a salary of \$1200/mo. and free housing. Only applicants with field experience with western U.S. birds will be considered. Field work may begin as early as **late April 1995**. Positions open until suitable candidates are found. Please submit a resume and names and phone numbers of 3 references to: **Dr. David A. Manuwal, Wildlife Science Group, College of Forest Resources AR-10, Univ. of Washington, Seattle, WA 98195 (206-543-1585; e-mail auklet@u.washington.edu).**

**FIELD RESEARCH ASSISTANTSHIPS** (3-8, depending funding availability) needed for studies of breeding biology and dispersal behavior of California Gnatcatchers and Cactus Wrens in coastal southern California (Palos

Verdes Peninsula and central Orange Co.) during 1995 (**1 March - 1 Sept.**). Salary approximately \$1000/mo., dependent on experience, plus mileage reimbursement. Outstanding opportunity to gain first-hand experience with research focused on endangered species recovery and habitat-based conservation planning. Must have excellent field skills, including familiarity with topographic maps, and strong background in identification of southern California birds. Banding experience highly desirable. Patience, attention to detail, good physical condition, ability to carry out assignments with minimal supervision, and willingness to spend long hours hiking on rugged, brush-covered slopes all essential characteristics. Car and valid driver's license required. Send letter of interest, resume and names of 2 references to: **Dr. John Atwood, Manomet Observatory for Conservation Sciences, PO Box 1770, Manomet, MA 02345; FAX 508/224-92290; e-mail jlananomet@aol.com). Please, no phone inquiries. Manomet Observatory is an Equal Opportunity Employer.**

**FIELD RESEARCH BIOLOGISTS** (5-8) needed for two projects monitoring songbirds on private lands. Applicants must have a strong background in ornithology and an ability to identify western birds by call and song. Previous experience with forest songbirds and vegetation sampling is preferable. Applicants must be able to work as a team member, assist with data entry, be comfortable living and working in the forest alone or with one other person, be in good physical condition, and have own vehicle. Employment is contingent on applicants showing proof of passing a pure tone hearing examination. Projects are scheduled for 15 and 29 weeks, beginning in **May and April, 1995**. Salary for 15-week project: \$6,000 plus mileage. Salary for 19-week project: \$7,600.00 plus mileage. Submit resume and names and phone numbers of 3 references to: **Dr. Patricia Heglund, Turnstone Ecological Research Associates, Ltd., 436 Morton Street, Moscow, ID 83843; phone 208/883-8028; or e-mail PHeglund@osprey.csr.v.uidaho.edu.**

**FIELD RESEARCH TECHNICIANS** (3) to study goshawk movements and habitat-use patterns in the Medicine-Bow Mountains, south-central Wyoming. Duties include: trapping goshawks, radio tracking goshawk movements, measuring vegetation, and sampling prey. Ability to work independently and as part of a team, experience in wildlife telemetry, physically fit, back-country orienteering skills, and interested in raptors. Must have valid driver's license, and graduated or enrolled in an accredited college or university with emphasis in wildlife biology or related field. Prior field experience is required. Salary \$1280/month (\$8.00/hr), free housing (camping will be required). Send, by **February 15**, cover letter, resume, current phone numbers of 3 references to: **John R. Squires, c/o Wyoming Cooperative Fish and Wildlife Research Unit, PO Box 3166 University Station, Laramie, WY 82071.**

**FIELD RESEARCH TECHNICIANS** (5) needed to study the effects of forest management on resident and neotropical migrant bird species in the rugged terrain of northeast Iowa. Bird ID by



sight/sound and plant ID skills preferred. Should be capable of accurate censusing and data recording. Applicants must be able to work independently, navigate using a compass and topographic map, and be in good physical condition. Valid state driver's license a must. Dates: **mid-May through mid-August**. Salary: \$8/hr. Housing and cooking facilities will be provided. Send by April 1, 1995, a letter of interest, resume, and names and phone numbers of 3 references to: **Lisa Hemesath, Iowa Department of Natural Resources, Wildlife Diversity Program, 1436 255th Street, Boone, IA 50036; 515/432-2823.**

**MAINE NORTH WOODS** - Summer field assistants (8-10) are needed to work on a study of timberland landscape effects on Neotropical migrant and resident landbirds in the Allagash Wilderness region of northern Maine. Those with experience in bird identification by sight and sound will be given preference. Should be capable of accurate censusing and data recording. Experience in behavioral studies, bird capture, and banding also desirable, but not essential. Applicants must be in good physical condition for hiking in varied terrain. At times camping will be necessary at remote census sites. Dates: **mid-May through mid-August**. Pay: \$190. - 230.00/week depending on experience. To apply, send a letter of inquiry, resume, and names of 3 references to: **Peter S. McKinley, Manomet Observatory for Conservation Sciences, P.O. Box 1770, Manomet, MA 02345; 508/224-6521. Manomet Observatory is an Equal Opportunity Employer.**

**RESEARCH ASSISTANTS (2-4) needed Early March - late Aug 1995** for Mexican Spotted Owl disturbance study. Salary ca. \$1200-1350 (GS3-GS4, depending upon experience and funding). Location: Work will take place within the Lincoln National Forest (Cloudcroft and Mayhill Ranger Districts), south-central NM. Qualifications: B.S. in Wildlife Biology or similar field, plus at least 6 months research experience. Project will look at how various anthropogenic sources (e.g., military, recreational, etc.) influence spotted owls. Preference will be given to those with skills in sound monitoring equipment, spotted owl monitoring experience, behavioral observation, and radio telemetry, but enthusiastic biologists with other experience encouraged to apply. Individuals should work well alone, as well as within team situations. Close cooperation with graduate student required. To apply send a letter of interest outlining experiences and academic background, resume, along with names and phone numbers of three references to: **David Delaney, c/o Teryl Grubb, Rocky Mtn. Research Station, 2500 S. Pine Knoll, Flagstaff, AZ 86001. For further information contact David Delaney (505) 682-2551, ext. 281.**

**RESEARCH ASSISTANTS** needed in long-term studies of Common and Roseate Terns by Dr. Ian Nisbet on Bird Island, Marion, Massachusetts. Will be responsible for monitoring breeding behavior, data entry and management, trapping and banding of adults and juvenile terns, and other investigations. Positions run from first week of May through third week of July. Applicants with experience handling a small boat and banding colonial

waterbirds will be preferred. Modern housing will be provided. Stipend of \$170. per week. Send cover letter, resume, and letter of recommendation by March 15, 1994 to: **Scott Hecker, Massachusetts Audubon Society, South Great Road, Lincoln, MA 01773. For more information call 617/834-9661.**

**RESEARCH TECHNICIANS (3): 15 April - 31 July (1); and 1 May - 31 July 1995 (2)**, for censusing breeding bird communities in hardwood bottomland restoration sites in Mississippi Alluvial Valley. Duties will include censusing bird communities using the spot mapping and point count methods, monitoring nests, conducting habitat assessments, and some data analysis. Applicants must have skills in identification of birds (mostly passerine) by sight and sound. Previous bird censusing experience strongly preferred. Applicants must be able to work independently, as well as in cooperation with others. Salary \$1560-1680 per month, depending on experience. Send letter of interest and resume, including names and phone number of at least 3 references to: **Dr. Wes Burger, Dept. Wildlife & Fisheries, PO Box 9690, Mississippi State, MS 39762. FAX 601/325-8726. Interested persons are encouraged to call either Tim Nuttle (601/325-2384 office or 601/324-7417 home) or Dr. Wes Burger (601/325-8782 office).**

**RESOURCE MANAGER.** Position available for an energetic person to manage 437,000 acres of Alaskan wilderness surrounding 4 Athabaskan villages in Interior Alaska. As responsible for land record management, boundary location, initiating and supervising economic development projects such as timber bridges, guided hunting, wild berry cultivation, salmon egg boxes, and tourism. Current projects include: a Demonstration Timber Bridge Grant with USFS; a Historic Preservation Grant with NPS; and a Cost Share Challenge Grant to develop a regional GIS with FWS. Others projects include: environmental cleanup; resolving trespass; and prescribed burns. The land ownership goals are: preserving subsistence resources and uses; protecting the land and resources from over use and misuses; and developing resources for the economic growth of the corporation and local communities. B.S. in natural resource field; 5 years experience in project management, worker supervision, grant writing, and coordinating diverse government agencies, as well as Native and Tribal organizations. Frequent travel is required. Firearms and survival skills helpful. Preference in hiring will be given to Native Alaskans. Benefits include: competitive salary, health, dental, vision, and life insurance, and moving allowance. Applications accepted until **February 15, 1995. Apply to Bruce Kling, General Manager, Gana-a' Yoo, Ltd., PO Box 38, Galena, AK 99741; 907/656-1606.**

**SEASONAL EMPLOYMENT OPPORTUNITIES:** The Washington Department of Fish and Wildlife will be hiring several temporary biologists and scientific technicians to work on various research projects throughout the state including the following studies: 1) Movement of sharp-tailed grouse and sage grouse (**March 1 - August 31**), 2) Behavior of bald eagles in relation to human disturbance (**March 1 - August 31**), 3) Distribution of neotropical migratory birds in the

shrub-steppe ecosystem (**April 1 - June 30**), 4) gill net / seabird interactions (**July 1 - December 31**), 5) black bear mortality and habitat relationships (**March 1 - November 30**), 6) elk calf survival, and (**June 1 - November 30**) 7) harbor seal contaminant loading (**May 1 - October 31**). Depending on the project, duties may include trapping, banding, radio-telemetry, bird identification, behavior observations, and vegetation sampling. Most positions will be hired as Wildlife Biologist I (\$1,900-2,100/month; college degree required in wildlife biology or equivalent) and Scientific Technician (\$1,500-\$1,900/month; field experience in wildlife management desirable). Housing may be available in some areas. Driver's license, ability to work independently in rough terrain in inclement weather, good hearing and vision are required. Person's may be required to use personal vehicles (with travel reimbursement) on some projects. Interested persons must complete a Washington State Employment Application and return it to the Department's Personnel Office by **February 15, 1995. Please contact Sandra Turner (206- 902-2276), Washington Department of Fish and Wildlife, Personnel Office, 600 Capitol Way N, Olympia WA 98501-1091. EOE.**

**SEASONAL POSITIONS (up to 5):** Endangered and nongame species research and management, April-Sept. 1995, including beach-nesting bird monitoring, herptile surveys, habitat management for migratory birds, invertebrate surveys and pine snake habitat mapping. Send resume and cover letter by **March 15** to: **Kathleen Clark, NJ Fish, Game & Wildlife, PO Box 236, Tuckahoe, NJ 08250-0236.**

**SPOTTED OWL & MARBLED MURRELET SURVEYORS & CREW LEADERS.** Temp positions. B.A., B.S. or M.S. in wildl. zool., biol., forestry, or related. Degree in progress OK. Spotted owl experience and/or marbled murrelet experience preferred. Normal hearing ability required. Rigorous physical activity. Extensive travel and field work throughout OR and WA. Start date variable, **early March thru June 1995.** \$8.50-\$12.00/hr based on experience and qualifications, plus overtime. Send ltr, resume and list of 3 refs. to: **Attn: Spotted Owl/Murrelet, Beak Consultants Inc., 317 SW Alder, Suite 800, Portland, OR 95204; 503/248-9507.**

**SUMMER FIELD TECHNICIANS.** The Missouri Dept. of Conservation is hiring field technicians (5) to work on a Ecosystem-level project evaluating the integrity of forested riparian systems in northern Missouri. Position duration is **15 May - 15 August**. Three positions will require identification of songbirds by sight and sound. Experience with spot mapping, or other avian survey techniques is preferred, as well as experience in bird identification, and nest searching. Two positions will be responsible for identification of reptiles and amphibians and maintenance of herp trapping arrays. Salary is \$8.00/hr with a 40-hour work week. Housing is provided. By **March 1**, send a letter of interest and resume to: **Tracey Elmeer, Missouri Dept. of Conservation, PO Box 356, Atlanta, MO 63530; 816/239-4245.**



**TEMPORARY POSITIONS (25)** at various stations in Nebraska. Working with land management, game surveys, or nongame surveys. Full-time assignments of 3-9 month duration from **March through December** earning \$6.44 to \$7.44 per hour. Applications close **February 15**. For applications, contact: **Marge Seufferer, Nebraska Game & Parks Commission, PO Box 30370, Lincoln, NE 68508; 402/471-5410.**

**TERN/PLOVER MANAGEMENT ASSISTANTS** needed to monitor, manage, and protect nesting areas of terns and Piping Plovers on Cape Cod and Nantucket. Will be responsible for installing predator-proof fencing, censusing nesting areas from Provincetown to Barnstable, and assisting with banding activities at other locations. Positions run from **April or May through August**. Housing and stipend of \$170.00 per week provided. Send cover letter, resume and letter of recommendation by **March 15, 1994** to: **Scott Hecker, Massachusetts Audubon Society, South Great Road, Lincoln, MA 01773. For more information call 617/834-9661.**

**VETERINARIAN FT, 2/3 time** large wildlife rehabilitation center, 1/3 time spay/neuter clinic in Seattle area. Wildlife experience preferred. \$29,700-\$32,670 DOE + benefits. Resume to: **Jeanne Wasserman, PAWS, Box 1037, Lynn, WA 98046; 206/787-2500 x815.**

**WILDLIFE BIOLOGIST** - Parametrix, Inc., a full-service environmental consulting firm specializing in natural resource projects, is seeking senior and mid-level wildlife biologists experienced with threatened and endangered species and conservation ecology issues in the Pacific Northwest. Positions require excellent verbal, written, quantitative, and computer skills; working knowledge of the Endangered Species Act (Sections 7 and 10); and habitat enhancement/restoration experience. Prefer persons having combined agency and consulting background. M.S. or Ph.D. in wildlife ecology, minimum of 5 years experience, and publication record. Positions offer excellent salary and other benefits, including participation in ESOP, bonus program, and comprehensive health program. Send cover letter, resume, and 3 references to: **Gregory A. Green, Parametrix, Inc., 5808 Lake Washington Blvd., N.E., Kirkland, WA 98033.**

**WILDLIFE ECOLOGIST.** The School of Forestry and Wood Products seeks applications for a none-month (60% teaching, 40% research); tenure-track faculty position emphasizing ecosystem-based natural resource management. Candidates with interest/expertise in any of the following areas will best complement current faculty: avian ecology, conservation biology, biodiversity, wildlife/habitat relationships, environmental toxicology (in context of Great Lakes wildlife). Position entails teaching undergraduate courses in ornithology and conservation biology, plus graduate-level course in her/his specialty, as well as developing externally funded research program involving M.S. and Ph.D. students. Ph.D. required and strong quantitative ability highly desirable. Salary and rank will be commensurate with experience and accomplishments. Send curriculum vitae, names of three references (with address and

telephone number), one-page statements of research interests and teaching philosophy, and selected reprints to: **Wildlife Ecologist Search Committee, School of Forestry and Woods Products, 1400 Townsend Drive, Michigan Technological University, Houghton, MI 49931-1295. Women and minority candidates are encouraged to apply. EEO/AAE.**

**WILDLIFE BIOLOGIST** position available at Manomet Observatory for Conservation Sciences (MO). Work related principally to a study of shorebird activity budgets and effects of disturbance to migrant shorebirds at Atlantic coastal sites. Responsibilities will include 1) working with Principal Investigator (Brian Harrington) to design a sampling protocol to study effects of disturbance to shorebirds at migration staging areas, 2) coordinating field work with U.S. Fish and Wildlife Refuge managers and with volunteers, 3) working with data management, statistical analyses, and report preparation. Successful candidate will have strong birds identification skills, and ability to spend long hours doing physically demanding field work (frequently 7 days a week during key migration times), a willingness to travel and to work alone with minimal supervision, experience with SAS or similar statistical software, and a keen interest in conservation biology. Applicants must have their own vehicle and a valid drivers license. Full time position available from 1 April 1995 through February 1996. Salary based on qualifications, but between \$16,000 and 20,000 per annum. Application deadline is 1 **March 1995**. Send letter and resume to: **Manomet Observatory for Conservation Sciences, PO Box 1770, Manomet, MA 02345, or by fax 508/224-9220. EEO Employer.**

**WILDLIFE/COMPUTER TECHNICIANS** to compile, reformat, and enter data into the Florida Game and Fresh Water Fish Commission's Wildlife Occurrence Database (Feb. - June 1995, contingent upon funding). Duties will include entering data into dBase databases, converting existing data from ASCII files and other electronic formats into dBase, reading lat/lon's from 1:24,000 USGS topo quads, and linking databases to base maps stored in Atlas GIS and Arcview. Salary is approximately \$7 -9/hr., depending upon experience; work will be in Tallahassee with some travel to Gainesville, FL. To apply, send cover letter detailing your experience with dBase, Atlas GIS and/or Arcview, your resume, and 3 references to: **Glenn Reynolds, FL Game & Fresh Water Fish Commission, 620 South Meridian Street, Tallahassee, FL 32399-1600.**

**WILDLIFE RESEARCH TECHNICIANS (2)** for small mammal/urban raccoon projects. One technician will participate in a study to evaluate the effects of moist-soil management on small mammal populations (**15 April - 15 October 1995**). Fieldwork will consist of mark-recapture, identification, and marking of small mammals desirable. The second technician will collect data for a study of the effects of urbanization on raccoon populations (**15 March - 15 Sept. 1995**). Duties will include live-trapping and radiotracking of raccoons on multiple study sites in Cook/Kane Counties, Illinois. Preference will be given to those with previous experience handling medium-sized mammals and/or radiotracking.

Must have graduated from or be enrolled in an accredited college or university with course emphasis in wildlife biology or zoology. Ability to work independently at irregular hours, and in adverse conditions. Salary: \$800-850/month, housing provided. Send, by **February 15**, cover letter, resume, and the names and current phone numbers of 3 references to: **Stan Gehrt, Max McGraw Wildlife Foundation, PO Box 9, Dundee, IL 60118; 708/428-6331.**

**WILDLIFE RESEARCH TECHNICIANS (2)** needed for a study of rare and threatened lizards of oak-scrub habitats on relic sand dunes in central Florida. Technicians will census, capture, and mark lizards, and conduct vegetation surveys, field mapping, and computer data entry. Enthusiasm for field work, tolerance of long hours and a hot climate, and ability to work independently and as part of a team are essential. One technician position available **January 1995**; a second position will be available **March 1995**. Send letter, resume, and the names, addresses, and phone numbers of three references to: **Grant Hokit, DET 1, SG/CEN, 29 S. Blvd., Avon Park Air Force Range, FL 33825; FAX 813/452-4161. For further information call: 813/386-5238 (evenings).**

**WILDLIFE TECHNICIAN (1)** North Carolina Wildlife Resources Commission. Location: Edenton, NC. **April 1 - September 30, 1995.** (35%) assisting in wood duck box checks, (35%) maintain wood duck bait trapping sites and assist in wood duck banding, (15%) observe and record locations and activities of neck-collared Canada geese in eastern North Carolina, (15%) facilities and equipment maintenance. B.S. degree from an accredited college or university with course emphasis in wildlife management; ability and license to operate motor vehicles; work independently at field locations; to interact comfortably with landowners; to identify waterfowl by species; to use optical equipment for extended periods. \$8.46/hour. Vehicle provided. By **February 15, 1995** send resume cover letter, transcripts, and list of 3 references (with telephone numbers) to: **Joe Fuller, North Carolina Wildlife Resources Commission, 403 Cale Street, Windsor, NC 27983; phone 919/482-2915.**

### Graduate Research Assistantships

**M.S. GRADUATE ASSISTANTSHIP** available in School of Forestry, Wildlife, and Fisheries at Louisiana State University in Baton Rouge. Three-year funding will be provided to develop and evaluate survey methods for Common Moorhens, Purple Gallinules, King Rails, and Clapper Rails beginning in summer or fall 1995. Stipend of \$12,500/yr includes waiver of out-of-state tuition. Room and board to be provided during field seasons. Send letter of interest, resume, copy of transcript(s), GRE scores, and names, addresses, and phone number of 3 references to: **William L. Hohman, National Biological Service, Southern Science Center, 700 Cajundome Blvd., Lafayette, LA 70506-3152; phone 318/266-8662.**



## VOLUNTEERS NEEDED

**M.S. RESEARCH ASSISTANTSHIPS (4) AND PH.D. ASSISTANTSHIP (1).** Projects: "Population Ecology of Black Bears in the Okefenokee Swamp-Osceola Ecosystem" - 1 Ph.D. candidate and 1 M.S. candidate; "An Experimental Repatriation of Black Bears at Big South Fork National River and Recreation Area" - 1 M.S. candidate; "Effects of Public Use on Florida Panthers at Big Cypress National Preserve" - 1 M.S. candidate; and "A Multivariate Habitat Model for Florida Panthers using GIS" - 1 M.S. candidate; Starting dates spring or summer 1995. Stipend \$8,575/year plus tuition for M.S. and \$11,253/year plus tuition for Ph.D. Send letters of recommendation to: **Dr. Joseph D. Clark, National Biological Service Field Station, Department of Forestry, Wildlife, and Fisheries, 274 Ellington PSB, Knoxville, TN 37901-1071; phone 615/974-0739.**

**Ph.D. RESEARCH ASSISTANTSHIP.** I am seeking a person to work toward a Ph.D. on a project involving the analysis of long-term data sets of banded and recovered birds. Stipend is \$1,200/month, plus tuition and fees. Applicants must have (1) a strong background in the mathematical and statistical sciences, (2) advanced computer skills, (3) and M.S. degree from a recognized school, (4) GRE score > 1,300 (quantitative + verbal), (5) GPA > 3.3, and (6) a deep interest in quantitative ecology. In short, I am seeking an outstanding student that is clearly committed to their professional advancement. The position would start in **mid-August, 1995.** Please send complete resume, transcripts, names and addresses of two references, and M.S. thesis abstract to: **Dr. David R. Anderson, Colorado Cooperative Fish and Wildlife Research Unit, Rm 201 Wagar Bldg., Colorado State University, Fort Collins, CO 80523.**

**VOLUNTEERS** to assist in biological program at Malheur National Wildlife Refuge in southeast Oregon. Field work includes studies of breeding Sandhill Cranes, waterfowl, colonial waterbirds, raptors, shorebirds and other wildlife. Volunteers will assist in a radio telemetry study to determine mortality factors of young Sandhill Cranes. Assistance is needed from April through September. Volunteers will be provided housing at the refuge and will receive a small stipend. For details, write: **Gary Ivey, Wildlife Biologist, Malheur National Wildlife Refuge, HC-72, Box 245, Princeton, OR 97721; 503/493-2612.**

**VOLUNTEER FIELD ASSISTANTS** needed from **April 1 - September 1, 1995** (4 positions) and **June 1 - September 1, 1995** (2 positions) at Hart Mountain National Antelope Refuge and Sheldon National Wildlife Refuge, located in southeastern Oregon and northwestern Nevada. This is an excellent opportunity to gain experience in wildlife management. Work includes assessment of habitat condition; surveys of wildlife including bighorn sheep, sage grouse, and waterfowl; collection of big game pellet groups for study of diet composition and quality; removal of barbed wire fence; and other projects. \$15/day stipend, housing, transportation, and equipment on the Refuge provided. Food and personal gear will be your responsibility. Job requires work in adverse and primitive field conditions (temperature extremes, biting insects, no modern conveniences). Candidates with background in wildlife science or range science desired. Internships possible. Must be willing to work in remote areas, possess enthusiasm for field work, and work well as a team member. To apply, please submit a cover letter and resume by February 20 to: **Bill Pyle, U.S. Fish and Wildlife Service, Sheldon-Hart Mountain Refuge Complex, PO Box 111, Lakeview, OR 97630.**

**FIELD RESEARCH VOLUNTEERS (2)** needed from **April 1 - September 1, 1995** to work on sage grouse research project at Hart Mountain National Antelope Refuge, located in southeastern Oregon. Project will focus on study of radio-collared sage grouse hens to determine habitat use and selection. \$15/day stipend, housing, transportation, and equipment on the Refuge provided. Food and personal gear your responsibility. Job requires work in adverse and primitive field conditions (temperature extremes, biting insects, no modern conveniences). Candidates with background in wildlife science or range science desired. Internships possible. Must be willing to work in remote areas, possess enthusiasm for field work, and work well as a team member. To apply, please submit a cover letter and resume by **February 20** to: **Bill Pyle, U.S. Fish and Wildlife Service, Sheldon-Hart Mountain Refuge Complex, PO Box 111, Lakeview, OR 97630.**



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