

# THE WILDLIFER

July-August 1995

THE WILDLIFE SOCIETY  
*Excellence in Wildlife Stewardship Through Science and Education*

Issue No. 271

## Register Early for Portland Preregistrations Promise Big Conference Turn Out

Registration forms began pouring into Society headquarters just a few days after the Annual Conference Preliminary Program was mailed to all TWS members in mid-May. If you are planning to attend, send in your registration form today and make your hotel reservations soon. Early registration saves you money, provides for quick and efficient check-in at the conference registration desk, and enables the Conference Steering Committee and TWS staff to better plan for conference events. TWS members also receive a substantial discount on their registration fee (all TWS members receive *The Wildlifer*; individuals who do not receive **The Wildlifer** must pay the nonmember rate). In addition, when you register by the **August 14** early registration deadline, you will be entered in a special raffle drawing. **August 14** also is the deadline for hotel reservations. After this date, reservations are on a space-available basis only and may be more difficult to obtain.

The Conference Program Committee has put together a comprehensive technical program that includes an exciting variety of symposia and contributed paper and poster sessions. The plenary session topic of *Long-Term Research on Keystone Species: Implications for Ecosystem Management* will be addressed by four distinguished research scientists, E. Charles Meslow, James A. Estes, Samuel J. McNaughton, and Ronald H. Pulliam. This year's program is a rich mix of presentations on a wide range of topics relevant to wildlife professionals and students. Don't miss it!

The Conference Steering Committee has planned a variety of special activities around the "Rendezvous Northwest" theme for your enjoyment. Numerous tours and field trips are planned from Wednesday through Sunday and professionally oriented field trips are available on Wednesday and Sunday. Reservation deadline for tours and field trips is **August 15**. On-site sign ups for tours and field trips will be permitted only if space is still available. A full schedule of daily excursions promises to make this an enjoyable conference for spouses and guests. In addition, Wednesday evening will feature our Rendezvous Northwest Welcoming Reception, Thursday evening is for Cajun zydeco dancing, and Saturday evening you'll want to attend the Rendezvous Banquet and Awards Ceremony at the Zoo, where you'll be treated to a buffet of Northwest foods with an Afro-Caribbean flavor and live music.

**Register today!** If you need registration information and forms call or FAX us at (301) 897-9770; FAX (301) 530-2471.

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## WILDLIFE POLICY ACTIVITIES

### 1995 Farm Bill

TWS remains active in the ongoing Congressional discussions of conservation provisions in the 1995 farm bill. In early June, The Wildlife Society signed onto testimony given by Dave Nomsen of Pheasants Forever at the May 24, 1995 House Agriculture Subcommittee on Resources Conservation, Research and Forestry hearing on conservation provisions of the 1995 farm bill. The testimony stressed four principles for improving the Conservation Reserve Program (CRP): 1) make wildlife conservation an equal objective with soil erosion and water quality; 2) make cropped wetlands and water bank lands eligible for CRP enrollment; 3) incorporate wildlife management standards into CRP conservation plans; and 4) maintain CRP acreage of at least 30 million acres with no enrollment cap. The other signatories of the testimony were American Farmland Trust, Defenders of Wildlife, Ducks Unlimited, Montana Land Alliance, National Rifle Association of America, National Wildlife Federation, Pheasants Forever, Quail Unlimited, Ruffed Grouse Society, Wild Turkey Federation, Wildlife Management Institute, and Whitetails Unlimited.

### President Clinton Vetoes 1995 Rescissions Bill

TWS urged President Clinton to veto the 1995 rescissions bill (H.R. 1158) citing the salvage logging, Tongass National Forest, and grazing provisions. The timber salvage provision requires aggressive salvage logging and removes environmental safeguards. The bill also curtails designation of Habitat Conservation Plans within the Tongass National Forest. Finally, the grazing program requires the Forest Service to reissue thousands of expired grazing permits without review of grazing effects on natural resources, and without modifications which might mitigate these effects. These provisions would severely undermine the substance and process of fish and wildlife conservation in this country. President Clinton vetoed H.R. 1158 on June 7, 1995. A revised rescissions bill is expected, but had not yet been drafted as of June 15th.

### TWS Signs on to Technical Assistance Letter

The Wildlife Society joined 10 other agencies and associations in supporting the Natural Resources Conservation Service's technical assistance programs. This coalition, the Natural Resources Working Group, urged the House Appropriations Committee to appropriate sufficient funds for the Natural Resources Conservation Service's Conservation Operations and conservation cost share programs. These programs provide local land managers with needed technical and financial incentives to implement conservation practices.

### C.A.R.E

The Wildlife Society continues to be active in C.A.R.E., the Cooperative Alliance for Refuge Enhancement, which includes the

American Fisheries Society, Congressional Sportsman Foundation, Defenders of Wildlife, Ducks Unlimited, Izaak Walton League of America, National Audubon Society, National Rifle Association of America, National Wildlife Refuge Association, Safari Club International, The Wilderness Society, Wildlife Legislative Fund of America, and the Wildlife Management Institute. C.A.R.E. works to maintain annual operation and maintenance funding for the National Wildlife Refuge System. On 9 June, The Wildlife Society signed onto letters to the House of Representatives and Senate Appropriations Committees which expressed concern over proposed 1996 Congressional budget reductions. In addition, the letter urged Congress to adopt the administration's 1996 budget proposals for the National Wildlife Refuge System.









### Endangered Species Act

In early June, TWS submitted a letter of testimony to the House Task Force on the Endangered Species Act in regards to a 25 May Washington D.C. hearing. The letter stressed that the reauthorized Act must: 1) be based on sound and objective science; 2) use economic considerations judiciously in order to not overshadow its biological and scientific foundation; and 3) integrate habitat conservation, for species conservation is inextricably linked to the existence of habitat. The testimony discussed eleven additional points, including protecting subspecies and distinct populations, the definition of "harm" to a species, captive propagation, and the listing process. In addition, there have been several field hearings on the ESA and members of TWS' Idaho and Oregon Chapters attended field hearings in their states during the first week of June.

### TWS Technical Report Mailings

In early May, TWS sent out copies of our farm bill report, *1995 Farm Bill: Wildlife Options in Agricultural Policy*, to each of the 534 members of Congress. In early June, TWS sent the Eastside report, *Interim Protection for Late Successional Forests, Fisheries and Watersheds*, to 80 members of Congressional committees which deal with forest health issues.

## Join us in...

-  Take advantage of an unmatched educational opportunity
-  Choose from dozens of technical sessions
-  Students: meet potential employers and graduate advisors
-  Participate in the Members Forum
-  Develop and expand your professional network
-  Attend the Trade Show and Exhibition
-  Enjoy the Rendezvous Northwest evening activities
-  Tour local attractions



# Portland



## PRESIDENT'S CORNER

Communication — if only we could do it better. Our lives are filled with examples of bad things happening because we didn't communicate effectively with others, and occasionally good things happening because we did.

Most of what The Wildlife Society does is related to communication — our publications, our meetings, our wildlife policy program, our network of sections and chapters. All have been designed to communicate something valued by our membership. Our organization was born in a time of carbon copies, telegrams, and black and white photographs. I recall the late Bob McCabe telling about Professor Leopold using lantern slides during his lectures. Now we transmit multicolored images instantaneously anywhere in the world. The means to communicate continues to evolve, and TWS will adapt.



Erik Fritzell

The Wildlife Society continues to help facilitate better communication within the profession. By now, most members have become familiar with the new format for the Wildlife Society Bulletin. New opportunities for written exchange of information and ideas have been created. Editor Bruce Thompson and Production Manager Melody Munson-McGee have done an outstanding job to reshape the Bulletin towards an appealing format. But will it effect better communication? I sense the changes will help meet several unmet needs that have been expressed by TWS members over the years. Yet there may be other changes that you would like to see. As Bruce stated in the first "new" issue, it is a "work in progress." Ed Jones of North Carolina State University has been appointed Bulletin editor for 1996-97. He is eager to hear your thoughts about future modifications.

The editorial process has been streamlined with the use of electronic communication among editors, associate editors, and authors. And electronic submissions to the printer will soon be operational. The main office in Bethesda became equipped to send and receive E-mail about a year ago ([tws@wildlife.org](mailto:tws@wildlife.org)). Considering the sometimes nonsensical internet addresses of many of my colleagues, I am pleased at our good fortune to have a simple, appropriate E-mail moniker.

Some of you may have subscribed to The Wildlife Society Listserve administered through Cornell University (*to subscribe send the following e-mail message with no subject line to: [listproc@cornell.edu](mailto:listproc@cornell.edu): SUBSCRIBE TWS-L yourfirstname yourlastname*) If you haven't, you're missing some interesting "conversations" about wildlife conservation. I've recently eavesdropped on discussions/interchanges regarding:

- ◆ effects of new OSHA logging safety rules on snag habitat
- ◆ experiences and hints regarding capture of cavity-nesting birds,
- ◆ information exchange for someone seeking night vision
- ◆ equipment
- ◆ controlling deer damage in National Parks.

The World-Wide Web is another cyberspace tool that is becoming widely used. Perhaps there are other sections or chapters who have done so as well, but the Oregon Chapter has set up a Home Page ([http://www.orst.edu/Dept/fish\\_wild/index.html](http://www.orst.edu/Dept/fish_wild/index.html)). Here they are informing chapter members and others — as well as marketing some of the products they have available for sale.

There are many TWS members or their employers who have not yet accessed the internet and all its tools. And some may have access, but not the time or interest to use it. I hope you join the company of wildlife professionals in cyberspace soon.

Yet one communication format remains a mainstay of the profession — the professional meeting. We expect 2000 wildlife professionals and students to gather in Portland, Oregon, September 12-17, 1995. The purpose and form of this 2nd TWS Annual Conference would be familiar to Leopold, Bennitt, McAtee, King, and others who were there at early professional meetings. Yet I think they would be pleased to see and hear the enthusiasm of new generations of wildlifers as they learn about new ideas and developments in the field, exchange views on important issues of the day, and build professional networks with each other. The Oregon/Washington Chapters and the Program Committee have put together an outstanding conference that fills a 54-page preliminary program. This rendezvous in the Northwest will celebrate and honor the accomplishments of our peers, and will help us all be better prepared to meet the challenges ahead.

**I hope to see you there!**

- ◆ values associated with wildlife rehabilitation programs



## Spring Council Meeting Highlights

The Wildlife Society Council met on March 24-25, 1995 at the 61st North American Wildlife and Natural Resources Conference in Minneapolis, Minnesota. Major actions and issues are summarized below.

**FINANCES:** For the year ended December 31, 1994, TWS had total revenues of \$1,462,076 and total expenses of \$1,379,192. Fund balances at the end of the year were: General Fund - \$385,805, Permanent Fund - \$299,945, Building Fund - \$367,594, and other funds - \$51,180 -- for a total of \$1,104,524. The budget for 1995 projects income of \$1,384,850 and expenses of \$1,468,200.

**GRANTS IN SUPPORT OF CONFERENCES AND SYMPO-SIA:** TWS continues to sponsor wildlife conferences and symposia. Grants of \$1,000 were awarded to each of the following conferences.

- Midwest Oak Savanna and Woodland Ecosystem Conference, September 26-29, 1995, Springfield, Missouri
- 5th Mountain Lion Workshop, March 6-8, 1996, San Diego, California
- 7th Eastern Wildlife Damage Management Conference, November 5-8, 1995, Jackson, Mississippi

Council clarified that monies from this fund will not be available to symposia or workshops held at our annual conference. TWS already provides considerable venue and logistical support for symposia and workshops held at the annual conference.

**NORTH AMERICAN TRAVEL GRANT:** A North American Travel Grant in the amount of \$2,250 was awarded to Dr. Jim Hone of the University of Canberra, Australia, to travel to the U.S.A. to confer with colleagues at Colorado State University and North Carolina State University, and to present a paper at the 1996 Vertebrate Pest Conference in California.

**MEMBERSHIP:** TWS's 1994 year-end membership was a record high 9,189 people, a 3.6% increase over 1993. Over the past ten years, TWS's membership has increased 15.0%. Beginning in 1996, a 16-month membership option will be offered to new members joining after 1 September. This will make it easier for students to join and should encourage nonmembers attending the annual conference to join TWS.

**STUDENT CHAPTERS AT TWO-YEAR COLLEGES:** Council approved the formation of student chapters at any two- or four-year college that meets the petition requirements of the Society's bylaws. Previous policy contained a requirement that effectively excluded all two-year colleges and some four-year colleges that did not meet specific educational requirements. The change was made in a move to be consistent with other TWS policies that place no educational requirements for membership in TWS or on formation of regular chapters.

**WORKING GROUPS:** Council approved official status for the Sustainable Use of Ecosystem Resources Working Group and the Wildlife Toxicology Working Group. Congratulations! Working groups initially are chartered on an interim basis, with official status contingent upon achieving a specific level of activity.

**ANNUAL CONFERENCE:** 1995 Annual Conference - In response to the large number of symposia and contributed paper and poster submissions received for the 1995 conference, the program has been expanded to accommodate 19 symposia, 190 contributed papers, and 72 contributed posters. A total of 30 symposia and workshops, 285 papers, and 55 posters was submitted. 1996 Annual Conference - The Arrangements and Program Committees are now being appointed. 1997 Annual Conference - Council accepted the Colorado Chapter's bid to host the 1997 Annual Conference. 1998 Annual Conference - Bids for the 1998 Annual Conference will be accepted through July 31, 1995.

**PUBLICATIONS:** Council thanked Bruce Thompson, editor, and Melody Munson-McGee, production manager, for their efforts to produce the "New" *Wildlife Society Bulletin*. TWS will pursue publication of a book on the human dimensions of wildlife management.

**PROFESSIONAL DEVELOPMENT:** As a follow up to the 1994 Members Forum discussion on professional development, Council approved the Professional Development Committee's proposed five-step program to vigorously promote a professional development link with recertification. The first step will be to launch an aggressive campaign to enlist the support of Federal, State, and other organizations that employ wildlife biologists to actively support certification and continuing education. This step will require completion and implementation of a marketing strategy and that employers adopt job standards that require TWS certification when determining eligibility, grade, or pay level of employees.

**WILDLIFE POLICY ISSUES:** Priority Issues for 1995 - First Priority - 1995 Farm Bill, biological diversity, Clean Water Act reauthorization, ecosystem management, Endangered Species Act reauthorization, federal budgets, grazing on public lands, National Wildlife Refuges management, old-growth forest management, wetlands conservation, wildlife diversity (nongame) funding, and wildlife research priorities and funding; Second Priority - 1972 Mining Law reform, agriculture drainwater, grizzly bear recovery, habitat mitigation, human population, land management planning for USDA Forest Service and USDI Bureau of Land Management, takings legislation, wilderness management, wildlife damage management (federal), and wolf restoration and management.

Wildlife Diversity Initiative - Prospects for this funding initiative look good even in today's political climate because: (1) it is a user pay program, (2) it will provide funds to states, and (3) it will help prevent future listings of endangered species. The initiative will impose an excise tax on outdoor recreational equipment and supplies to generate funds for wildlife conservation, wildlife-oriented recreation, and environmental education. Orvis and a few other retailers are supporting the initiative. More industry support is needed. Efforts also are needed to win the support of the sport-ing/species groups.

**TECHNICAL REVIEWS AND POSITION STATEMENTS:** Council approved reports, pending final editing, from technical review committees working on Northern Goshawk Management in the Southwest U.S. and Wildlife Management in North American Wilderness. These reports will be published in TWS's *Tech-*



*nical Review Series.* A final report on Wildlife Research was received and the authors will pursue independent publication. Council approved formation of a committee to prepare a technical review on Wildlife Performance Measures for Ecosystem Management. Other technical reviews underway include: The Role of Bowhunting in Wildlife Management and Reauthorization of the Endangered Species Act. A draft position statement on Livestock Grazing on Western Rangelands was approved for publication in *The Wildlifer* for comments from the membership.

**MISCELLANEOUS:** Council approved a Memorandum of Understanding with the Wildlife Disease Association.

### Chairmen Named for 61st North American Wildlife and Natural Resources Conference

Special Session chairmen for the 61st North American Wildlife and Natural Resources Conference have been confirmed, according to Lonnie L. Williamson, vice-president of the sponsoring Wildlife Management Institute and chairman of the Conference Program Committee. Harry E. Hodgdon of The Wildlife Society, Mark J. Reeff of the International Association of Fish and Wildlife Agencies, and Paul Brouha of the American Fisheries Society serve on the conference program steering committee. Richard E. McCabe of WMI is Conference Coordinator. The Conference is scheduled for March 22-27, 1996, at the Adams Mark Hotel in Tulsa, Oklahoma. The international meeting's theme is "Facing Realities in Resource Management."

Those wishing to participate in the conference are invited to request abstract guidelines from and propose papers to the appropriate chairmen below. The "Conservation Potpourri" session is for excellent papers on any subject that does not logically fit into the other categories. Abstract guidelines should be requested immediately and the proposals made in short order, since final determinations on session content will be made in mid-September 1995.

**Commissions, Compacts and Councils: Strengthening State-Based Institutions:** Jack Dunnigan, Atlantic States Marien Fisheries Commission, 1776 Massachusetts Avenue, NW, Suite 600, Washington, D.C. 20036; 202/452-8700; FAX 202/452-9110.

**The Link Between Long-Term Research and Management:** Paul R. Krausman, School of Renewable Natural Resources, 325 Bio Sci E. Building, Univ. of AZ, Tucson, AZ 85721; 602/621-3845; FAX 602/621-8801.

**Issues and Problems in Predation Management to Enhance Avian Recruitment:** Michael Conover, Dept. of Fisheries and Wildlife, Utah State Univ., Logan, UT 84322-5210; 801/797-2436; FAX 801/797-1871.

**Social and Economic Benefits of Investments in Fish and Wildlife Management:** Cindy Sorg Swanson, U.S. Forest Service, PO Box 96090, Washington, DC 20090-6090; 202/205-0814; FAX 202/205-1599.

**Prescribed Fire and Its Effects on Wildlife Habitats and Population:** Champe B. Green, Oklahoma Cooperative Extension Ser-

vice, Division of Agricultural Sciences and Natural Resources, Dept. of Forestry, OK State Univ, Stillwater, OK 74078; 405/744-6432; FAX 405/744-9693.

**Conservation Potpourri:** Robert Carmichael, Dept. of Natural Resources, Wildlife Branch, 1495 St. James Street, Box 24, Winnipeg, Manitoba R3H 0W9; 204/945-7766; FAX 204/945-3077.

**Issues and Ecological Dimensions of "Forest Health":** R. Neil Sampson, American Forests, 1516 P Street, NW, Washington, DC 20005; 202/667-3300 ext. 215; FAX 202/667-7751.

**Recruiting, Retaining, and Training Consumptive Users of Fish and Wildlife:** Shari L. Dann, Dept. of Fisheries and Wildlife, 11 B Natural Res. Bldg., Michigan State University, East Lansing, MI 48824; 517/353-0675; FAX 517/432-1699.

### Forest Industry Recognizes Wildlife Conservation Efforts

Outstanding achievements that integrate wildlife habitat considerations with ongoing forest management activities were recognized by the American Forest & Paper Association at its third annual Wildlife Stewardship Awards. Winners were Westvaco Corporation, Summerville, S.C., in the group category, and Robert J. Anderson of the Weyerhaeuser Company, Tacoma, Washington, in the individual category. Westvaco Corporation was honored for its wildlife habitat research and development program. Since 1991, Westvaco has developed or participated in wildlife habitat project areas in West Virginia, Kentucky, and South Carolina in cooperation with citizen wildlife conservation organizations and state wildlife management agencies. All the areas are dedicated to demonstrating the compatibility of wildlife conservation and modern forestry practices.

Anderson, a wildlife research biologist, developed and negotiated a Habitat Conservation Plan (HCP) for the threatened northern spotted owl. The HCP, which Anderson worked on for five years, is the first in Oregon and the forest designed specifically to link federal owl reserves with dispersal habitat, thus coordinating recovery efforts on both public and private forestland.

### Colorado State University Announces New Video: "Saving the American West: Protecting Open Space"

The explosive population growth occurring across much of the American West has generated keen interest in how to protect open space. Whether it be land trusts, open-space programs, conservation organizations, or the role of county commissioners, people and groups are hard at work in developing plans to protect rural, wildlife, and amenity, values close to their communities.

Saving the American West: Protecting Open Space, a 40-minute video, explores a variety of approaches being used to protect open space in the American West. Speakers include a county commissioner, a state director of The Nature Conservancy, the originators of one of the nation's most successful open space programs,



and the executive director of Great Outdoors Colorado Trust Fund, a state initiative to protect open space. The video contains footage from a symposium at Colorado State University on growth and its impacts on the West. The video can be obtained by sending a \$10.00 check, money order, or purchase order (to cover the cost of duplication and postage) to: **Instructional Services, Colorado State University, A71 Clark Bldg., Fort Collins, CO 80523.**

### **Dennis Raveling Scholarship for Waterfowl Research**

The Dennis Raveling Scholarship for Waterfowl Research is awarded annually to a student with a desire to pursue a career in waterfowl or wetlands ecology. Awards are based on the candidate's resolve, high academic achievement, and project merit. Candidates must be pursuing an advanced university degree in: wildlife, zoology, botany, ecology, or other pertinent biological science. The scholarship is intended to provide field experience and training in the tools, methods, and concepts of waterfowl and wetlands research and management. The 1996 award will be \$2,000. Applicants should submit a resume and a one-page study proposal or statement explaining the course of study for which they need support. This material must be accompanied by a letter from a faculty member indicating willingness to sponsor the candidate and detailing any requirements (e.g. provision for a final report or theses) for receiving university credit. Names and phone numbers of two references are also required (include at least one university instructor and/or previous employment supervisor). All materials should be submitted by August 15, 1995. Mail to: **California Waterfowl Association, 4630 Northgate Blvd., Suite 150, Sacramento, CA 95830, Attention: Cindy Miglino.**

### **Lee Gladfelter Memorial Award Call for Nominations**

Nominations are being sought for the Lee Gladfelter Memorial Award. This annual award is presented to the wildlife professional who, through his/her efforts, has made a significant contribution to bowhunting and wildlife conservation. This new award will be presented by the Conservation Committee of the Pope and Young Club to perpetuate the memory of Lee Gladfelter. Lee was a biologist and executive officer with the Iowa Dept. of Natural Resources until his untimely death in October, 1994. The recipient will receive \$1,000. Send nominations along with supporting information by December 31, 1995, to: **Glenn Hisey, the Pope and Young Club, PO Box 548, Chatfield, MN 55923, (507) 867-4144.**

### **Public Lands Foundation Outstanding Public Land Professional Awards**

The Public Lands Foundation has established Outstanding Public Lands Professional Awards in two categories: *Technical/Operational* and *Managerial/Administrative*. These national annual awards, which will include cash awards, will be given to active or recently active BLM employees who have demonstrated outstand-

ing professional performance during the year. To receive a copy of the award guidelines write to: **Public Lands Foundation, PO Box 10403, McLean, VA 22102.**

### **Wetland Identification and Delineation Course**

WETLAND RESOURCES will be offering a wetland identification and delineation course 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 and class size is limited to 15 participants per session. For further information, contact Gena Latham, Wetland Resources, PO Box 2694, Daphne, AL 36526; 334/626-3408.

### **Ducks Unlimited to Host 7th International Waterfowl Symposium**

Ducks Unlimited will host the 7th International Waterfowl Symposium at the Peabody Hotel in Memphis, TN, February 4-6, 1996. The conference will serve as a forum for discussion of contemporary and sometimes controversial wetland and waterfowl conservation issues in Canada, the United States, and Mexico. The main symposium session will explore the future of waterfowl conservation in these times of changing management philosophies, agency mandates, and evolving public policies. Other sessions will review ten years of progress and challenges for the North American Waterfowl Management Plan, controversies surrounding active wetland management, and the status and outlook for North America's problems waterfowl species. Participants will

### **Nominations Requested Aldo Leopold Memorial Award**

The highest honor bestowed by The Wildlife Society is the Aldo Leopold Memorial Award and medal. It is made for *distinguished service to wildlife conservation*. The basic criterion is significance of an individual's contribution(s) to the wildlife field. The award is not given posthumously. Recent recipients include Jack Ward Thomas (1991), Glen Sanderson (1992), David Mech (1993), Jim Teer (1994), and this year's recipient, Jack Berryman.

The Aldo Leopold Memorial Award Committee needs your help. This is an opportunity for TWS members and anyone to assure recognition for individuals who make an enduring contribution to wildlife conservation. Please assist this year's committee by submitting a nomination and complete supporting documentation for outstanding and deserving recipients by **1 October 1995** to **Scott Craven, Chair, Aldo Leopold Memorial Award Committee, Department of Wildlife Ecology, 226 Russell Labs, University of Wisconsin, Madison, WI 53706; (608) 263-6325.**



include scientists, resource managers, educators policy specialists and political leaders from throughout North America. To register or request additional information, please contact: Dr. Mickey Heitmeyer, Institute for Wetland and Waterfowl Research, Ducks Unlimited, Inc., 1 Waterfowl Way, Memphis, TN 38120; FAX (901) 758-3850.

### Mount Graham Red Squirrel Study REQUEST FOR PROPOSALS

The Mount Graham Red Squirrel Study Committee is currently accepting proposals to investigate life history, demographics, and habitat ecology of the endangered Mount Graham red squirrel (*Tamiasciurus hudsonicus grahamensis*) in southern Arizona. Proposals will be accepted through September 30, 1995, and authors of favorable proposals will be notified by February 1, 1996. Proposal budgets are expected to be less than \$40,000/year and limited to direct costs. To receive a packet detailing further information provide name and address to: **Mt. Graham Red Squirrel Study Committee, c/o Carl Russwork, Mt. Graham Red Squirrel Project Coordinator, Arizona Game and Fish Dept., 2221 West Greenway Road, Phoenix, AZ 85023-4312; (602) 789-3575; FAX (602) 789-3926.**

### Wildlife in Great Basin Habitats Workshop

Wildlife Habitat Relationships and Management of Great Basin and Eastern Sierra Nevada Shrubland Ecosystems. This workshop will provide wildlife biologists and other natural resource managers from public and private sectors with up-to-date information on habitat relationships and management of wildlife communities in shrubland ecosystems of the Great Basin and eastern Sierra Nevada. Speakers will discuss ecological characteristics and management of shrubland ecosystems and their attendant wildlife communities. The workshop will stress ecosystem management perspectives, and factors limiting wildlife habitat productivity will be identified and discussed. The focus will be on shrubland ecosystems dominated by sagebrush (*Artemisia* spp.), bitterbrush (*Purshia* spp.), and native perennial grasses in the Great Basin area of Nevada, California, Oregon, Idaho and Utah. Invited speakers will address many topics, including shrubland ecosystem characteristics and function, wildlife community composition and habitat relationships, land use impacts, and ecosystem and wildlife management. The workshop will include oral presentations, written materials, and a field trip. For further information and registration materials, contact William Hull, TWS Western Section at (510) 465-4962.

### West Coast Wood Duck Workshop CALL FOR PAPERS OR PRESENTATIONS

TWS members are advised of, and encouraged to submit proposals for presentations or papers for, a West Coast Wood Duck Workshop, sponsored by the Washington Chapter of TWS. The workshop is intended to coordinate information about the biology and management of wood ducks along the west coast. Featured speakers include Steve Simmons (Chevron Award Winner for wood duck management) and Frank Bellrose. Proposals should include

### Ask the Membership Department

**Q.** *I renewed my membership after the 1st of the year, why does it take so long to get my publications after I send in my money?*

**A.** We start the renewal process in September so the majority of members have renewed before the publications begin going out in January. This greatly decreases the costs incurred in mailing back issues.

If you renew after January 1st, then any publications you've missed are mailed monthly and you should receive them approximately 2-3 weeks after the end of the month in which you renewed.

This same procedure applies to new memberships. Please help The Wildlife Society reduce back issue mailing costs by renewing early. These savings can be directed toward advancing TWS goals.

a description of the proposed presentation or paper, presenter's names, addresses, and telephone numbers. Send proposals by October 16, 1995 to: **Paul C. Fielder, Washington Chapter TWS, c/o Chelan County PUD, P.O. Box 1231, Wenatchee, WA 98807-1231; (509) 663-8121 ext. 4299.**

### North American Bluebird Society 1996 Research Grants

The North American Bluebird Society announces its annual grants in aid for ornithological research directed toward cavity-nesting species of North America with emphasis on the genus *Sialia*. Presently three grants of single or multiple awards are awarded and include:

**BLUEBIRD RESEARCH GRANT:** Available to student, professional, or individual researcher for a research project focused on any of the three species of bluebird in the genus *Sialia*.

**GENERAL RESEARCH GRANT:** Available to student, professional, or individual researcher for a research project focused on any North American cavity-nesting species.

**STUDENT RESEARCH GRANT:** Available to full-time college or university students for a research project focused on any North American cavity-nesting species.

For further guidelines and application materials, write: **Kevin L. Berner, Research Committee Chairman, College of Agriculture and Technology, State University of New York, Cobleskill, NY 12043.** Deadline is December 1, 1995; funding decisions will be announced by January 15, 1996.



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

### TWS and AFS West Virginia Chapters Hold Joint Meeting

The TWS West Virginia Chapter, TWS WV University Student Chapter, and American Fisheries Society West Virginia Chapter held a joint meeting on April 21, 1995 at the WV Division of Natural Resources Elkins Operation Center. Meeting activities included paper presentations by 5 graduate students from West Virginia University, presentation of a certification of appreciation to past president J. Scott Butterworth for his two years of service as president of the TWS WV Chapter, and a presentation and demonstration on animal damage control techniques by Bill Bonwell, USDA animal control specialist for West Virginia. A cookout was held for members and their families with approximately 40 people attending.

### TWS Ohio Chapter Busy Planning 1996 TWS Annual Conference

TWS Ohio Chapter President Patrick Ruble reports his Chapter is busy with preparations for the 3rd Annual TWS Conference which the Chapter is hosting. The meeting will be in Cincinnati on October 1-6. Other activities keeping Chapter members busy include: selecting the recipient of the Chapter's annual Wildlife Awareness Award at the State Science Fair; the Chapter's Continuing Education Committee has set up a one-day workshop addressing urban/suburban wildlife management to take place in August 1995 - Dr. Lowell Adams of the National Institute for Urban Wildlife will conduct it; and a representative of the Chapter has been appointed to the Steering Committee for the implementation of "Watchable Wildlife" in Ohio.



*Current officers of TWS West Virginia Chapter and the West Virginia University Student Chapter (from left to right) Shawn Head - secretary/treas. (WVC); Rob Silvester, vice-president (WVC); Wallace Dean, president (WVC); Mike Spangler, president (WVUSC); and Sean MacNeal, vice president (WVUSC).*

### WILDLIFE STUDENT AWARD RECIPIENTS

The Boone and Crockett Club generously donated copies of James B. Trefethen's book, *An American Crusade for Wildlife*, for use by student chapters of The Wildlife Society to recognize outstanding senior wildlife students. Student chapters that participated in 1995 developed criteria to select recipients based on a combination of academic excellence and extracurricular wildlife and natural resource involvements.

The Wildlife Society is pleased to list the 1995 recipients of student chapter Wildlife Student Awards. Congratulations to all.

- James Andrew Adams** - Clemson University
- Heather Eggleston** - University of Arizona
- Jamie C. Feddersen** - University of New Hampshire
- Corey Lane Fincher** - Oklahoma State University
- Debra Guenther** - University of Wisconsin
- Laura D. Kelly** - Virginia Polytechnic Institute and State University
- Michelle Rene Maness** - Texas A&M University
- Michael Alexander Menzel** - University of Georgia
- Jill Ranae Minor** - University of Montana
- Brian W. Smith** - Eastern Kentucky University
- Michael L. Spangler** - West Virginia University
- Timothy J. Spierto** - SUNY-ESF
- Robert M. Taylor** - Stephen F. Austin State University
- Ronald B. Tinseth** - Arizona State University
- Travis Walker** - Texas Tech University
- Stefani Weiss** - University of Florida

**Brian W. Smith**, vice-president of the Eastern Kentucky University Student Chapter was one of 10 recipients of a 1995 Rocky Mountain Elk Foundation Wildlife Leadership Award. The award carries with it a \$1,500 scholarship.

### Oregon State University Chapter Will Sell T-Shirts as Fundraiser

To all members that are attending the annual conference in Portland, the Oregon State University Student Chapter

**FOR SALE  
T-Shirts**



bids you welcome to our beautiful state! We hope that you enjoy Portland and the surrounding area while you attend the conference. Make sure to stop by our booth and look at our new chapter T-shirts, with a Northwestern design to complement the location of the conference this year. They are only \$15.00, and, of course, the money supports our club activities throughout the year. Enjoy your stay!



# TWS Cincinnati '96

**Third Annual Conference of The Wildlife Society  
Cincinnati, Ohio ♦ October 1-6, 1996**

## CALL FOR WORKSHOP AND SYMPOSIUM PROPOSALS

Proposals for the workshops and symposia are solicited for the Third Annual Conference of The Wildlife Society. Workshops and symposia should be technical in nature and focus on topics of wildlife science, management, education or policy within the broad theme of Excellence in Wildlife Stewardship through Science and Education. All proposals must include a statement of purpose, description of the session including a list of proposed topics and speakers, and sponsorship (if any). Organizers are responsible for planning their sessions, selecting the instructors or presenters, and soliciting and reviewing abstract for papers within their session. The Wildlife Society does not pay travel expenses for symposium speakers. For workshops, some expenses may be reimbursed via workshop fees, but such expenses and fees must be spelled out in your proposal. Workshop and symposium organizers should include their names, addresses, and telephone numbers in proposals. Proposals should not exceed five type-written pages and must be submitted by October 16, 1995.

Symposia are comprised of a series of presented papers, which usually are delivered by invited speakers, that address aspects of a single theme or topic. They usually are allotted one-half day in the program. Workshops emphasize learning through audience participation, discussions, and "hands-on" activities and can be one-half day or longer. Workshops and symposia are scheduled within the overall conference agenda, although workshops may be scheduled to precede or follow the conference because of time or logistical constraints.

The call for contributed papers and posters (not associated with workshops and symposia) plus guidelines for preparing abstracts, will appear in the September-October issue of *The Wildlifer*.

Send 4 copies of proposals to: **Ollie Torgerson, Missouri Department of Conservation, PO Box 180, Jefferson City, MO 65102, by October 16, 1995.**



*Cincinnati 96*





# TWS ANNUAL CONFERENCE NEWS

## Mentoring: What's In It For You

The second annual TWS Conference will feature a mentor program designed to bring wildlife professionals together with students and others interested in furthering their careers. All you have to do is sign up on your conference registration form, we'll put a gold star on your name tag, and you'll be ready to share your experiences and ideas. Those who want to learn about career paths and job choices can initiate a conversation with someone wearing a gold star and know that they are willing to talk. A gathering prior to the Wednesday evening reception will kick off the program and provide tips on how to get started.



The mentor program obviously will benefit students and others just beginning their careers by providing a forum for learning and networking. But for you potential mentors who don't know why you should participate, here is a "Top Ten" list of reasons to mentor!

## Top Ten Reasons To Be a Mentor

10. ☆ You get to wear a gold star on your name tag without having to make your bed for a whole week.
9. ☆ You can make an investment in the future.
8. ☆ You can get in touch with current changes in the workforce.
7. ☆ You can continue your own learning process and reassess your own skills.
6. ☆ You get to meet new people who share your focus.
5. ☆ You will feel important dispensing advice to those less experienced.
4. ☆ You can assure that fresh ideas and hard-working people energize your field.
3. ☆ You get to share your career perspectives and unique experiences.
2. ☆ You get to feel good about helping someone avoid the career pitfalls you fell into.
1. ☆ You will find eager ears who WANT to hear how difficult it was for you.



## How can the *Wildlife Society Bulletin* best serve TWS members?

Help determine how the Bulletin will serve TWS as it continues to evolve by attending a facilitated *WSB* Focus Group on Friday, 15 September, from 9-11 am at the annual conference in Portland. Participants will be invited to give opinions on how they use the *Bulletin*, what they would like to see, what they think of certain features, what format best serves their needs, and more. The *Bulletin* is **your** communication tool - by participating in this focus group, you can help determine its future.



## The Wildlife Society Signs MOU with Wildlife Disease Association

During March 1995, Erik K. Fritzell, President of The Wildlife Society, and David A. Jessup, President of the Wildlife Disease Association signed a Memorandum of Understanding to elevate cooperation and communication between TWS and WDA. The parties will work together to improve the understanding of natural and human induced changes in wildlife health, improve the use of wildlife disease information in the management of wildlife and their habitats, and assist government in setting management goals and policies that optimize wildlife health.

### The Wildlife Disease Association

The Wildlife Disease Association (WDA) is an international non-profit organization dedicated to wildlife conservation through the study and understanding of diseases in wildlife. Its primary goal is to advance the understanding of the effects of infections, parasites, environmental toxins, and nutritional, physiological, developmental, and neoplastic diseases on free-living and captive wildlife, and their relationship to humans and domestic animals. WDA's North America members are affiliated with more than 500 institutions and state, provincial, and federal agencies. The WDA has more than 1300 members from 45 countries who are engaged in research, teaching, and service activities related to wildlife.

#### WDA Concerns

**Game and Furbearing Animals:** Extensive research and surveillance have provided untold benefits to wildlife through private and public agencies by enhancing understanding of the impact of diseases on wild animal populations.

**Nongame and Endangered Species:** WDA members with state, federal, and private agencies have been intimately involved in efforts to preserve and improve the status of endangered species populations. Efforts include monitoring the status of black-footed ferret in Wyoming, determining the impact of diseases on eagles in the West and gray wolves in the North Central states.

**Wildlife Relocation:** Many members are engaged in the reintroduction of wildlife species into areas where they have been extirpated. Efforts are being made to prevent the introduction of diseases and monitor the health of these animals.

**Wildlife Rehabilitation:** Veterinarians and other clinically oriented specialists affiliated with the WDA have been increasingly interested in the rehabilitation of sick and injured wildlife, especially raptors.

**Zoological Parks:** Zoo veterinarians supervise the care of the large variety of species, and provide husbandry and veterinary care for many threatened and endangered species from all over the world.

**Public Health:** WDA members have contributed substantially to knowledge about arthropod-borne encephalitis, rabies, tularemia, Lyme disease, hantavirus, environmental toxicants, and many other diseases affecting human health.

**Livestock and Poultry:** Wildlife specialists participate in research, clinical and field efforts to control diseases that not only infect wildlife species but may be economically devastating to domestic livestock as well. Among these diseases are malignant catarrhal fever, brucellosis, viscerotropic velogenic Newcastle disease, and African swine fever.

**Comparative Medicine:** Many WDA members with specialty training in the health and biological sciences are involved in basic research using wildlife as models for diseases found in humans or domestic animals.

**Aquatic Animal Health:** Many aquatic species, especially marine mammals, have attracted the interest of WDA members, resulting in a better understanding of aquatic animal health.

#### WDA Membership Benefits

**WDA Journal** - Members receive quarterly, *The Journal of Wildlife Diseases*. The *Journal* includes reports of wildlife disease investigations, research papers, brief research notes, case and epizootic reports, book reviews, and information concerning the WDA's activities. The Wildlife Disease Supplement, published quarterly with the *Journal*, keeps members informed of association business and items of contemporary interest in wildlife diseases.

**Meetings** - In addition to international conferences on wildlife diseases, the WDA sponsors an annual meeting in July or August. This meeting has become an established forum for the presentation of new research related to wildlife disease problems and offers both formal presentations and informal exchanges of ideas. Annual meetings also are held by the recognized Australasian, European, Latin American, and Nordic sections of WDA. Graduate and veterinary student participation in the annual meeting is encouraged with research recognition and student presentation awards.

**For further information on the Wildlife Disease Association and/or a membership application, please contact: Wildlife Disease Association, PO Box 1897, Lawrence, KS 66044-8897; Phone (913) 843-1221; FAX (913) 843-1274.**



## MEETINGS OF INTEREST

- |       |       |  |       |       |   |
|-------|-------|--|-------|-------|---|
| Aug.  | 6-9   | <b>Soil and Water Conservation Society's 50th Annual Meeting and Anniversary Celebration</b> , Des Moines, Iowa. (Soil and Water Conservation Society, 7515 Northeast Ankeny Road, Ankeny, IA 50021-9764, 515/289-2331 or 800-The Soil; FAX 515/289-1227).   | Sept. | 19-23 | <b>4th Annual National Watchable Wildlife Conference</b> , Estes Park, CO. (Centennial Conferences, 4800 Baseline Road, Suite A-112, Boulder Colorado 80303; 1-800-499-6336; FAX 303/499-2599).   |
| Aug.  | 12-16 | <b>Second International Martes Symposium</b> , 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).   | Sept. | 22-23 | <b>4th Annual Conservation Awareness Symposium "Restoration Ecology,"</b> Oklahoma State University, Stillwater, OK. (Jeff Sparks 405/744-5440; Stephanie Compton e-mail: compton@osuunx.ucc.okstate.edu.)  |
| Aug.  | 13-17 | <b>2nd International Arctic Ungulate Conference</b> , University of Alaska, Fairbanks, AK. Incorporating the International Reindeer/Caribou Symposium and the International Muskox Symposium. (Program: Dr. David Klein, Chair, Organizing Committee, Alaska Cooperative Fish & Wildlife Research Unit, University of Alaska Fairbanks, Fairbanks, AK 99775-7020. Phone: 907/474-6674; E-Mail fnkrp@aurora.alaska.edu. Registration: Conference and Special events, 104 Eielson Building, P.O. Box 747800, Fairbanks, AK 9975-7800. Phone: 907/474-7800; Fax: 907/474-5592; E-mail: fyci@aurora.alaska.edu. Housing: UAF Housing Office, University of Alaska Fairbanks, P.O. Box 756860, Fairbanks, AK 99775-6860. Phone: 907/474-7247; Fax: 907/474-6423.) | Sept. | 22-24 | <b>1995 Western Bird Banding Association Meeting</b> , Rio Grande Nature Center, Albuquerque, NM. (Catherine I. Sandell, 8101 N. Main, Las Cruces, NM 88012. Papers for presentation should be sent to: Thomas Pogson, Alaska Bird Observatory, P.O. Box 80505, Fairbanks, AK 99708.)                                 |
| Aug.  | 28-31 | <b>4th Annual Governor's Symposium on North America's Hunting Heritage</b> , Green Bay, WI. (Governor's Symposium Registration, Bureau of Wildlife Management, Wisconsin Dept. of Natural Resources, P.O. Box 7921, Madison, WI 53707).  | Sept. | 24-27 | <b>Third Biennial Scientific Conference on the Greater Yellowstone Ecosystem</b> , Mammoth Hot Springs Hotel, Yellowstone National Park, WY. (Conference Registration, Yellowstone Association, PO Box 117, Yellowstone National Park, WY 82190.)   |
| Aug.  | 29-31 | <b>21st International Meeting of the Prairie Grouse Technical Council</b> , Medora, ND. (Jerry Kobriger, North Dakota Game & Fish Dept., 225 30th Avenue, SW, Dickinson, ND 58601, 701/227-2343; FAX 701/227-2344).  | Sept. | 26-28 | <b>Wildlife Habitat Relationships and Management of Great Basin and Eastern Sierras Nevada Shrubland Ecosystems</b> , Cal-Neva Lodge, North Lake Tahoe. (William Hull 510/465-4962.)  |
| Sept. | 2-6   | <b>World Heritage Tropical Forests: Science for Better Conservation Management Conference</b> , Cairns, North Queensland. (Conference Secretariat: Tel (07) 369 0477, Fax (07) 369 1512.)  | Sept. | 26-29 | <b>Oak Savanna and Woodland Ecosystem Conference</b> , University Plaza Hotel, Springfield, MO. (Dr. Ernie P. Wiggers, School of Natural Resources, 112 Stephens Hall, Univ. of MO, Columbia, MO 65211; 314/882-9423; FAX 314/884-5 0 7 0 ; E - m a i l ernie_wiggers@muccmail.missouri.edu.)                         |
| Sept. | 7-13  | <b>International Association of Fish and Wildlife Agencies 85th Annual Meeting</b> , Branson, MO. (Linda Rodick 314/751-4115 ext. 239.)  | Oct.  | 8-11  | <b>Annual Conference of the Society for Vector Ecology</b> , Holiday Inn University Park, Fort Collins, CO. (Justine Keller, Society for Vector Ecology, PO Box 87, Santa Ana, CA 92702; 714/971-2421; FAX 714/971-3940.)   |
| Sept. | 14-16 | <b>The Role of Restoration in Ecosystem Management Symposium</b> , sponsored by the Northwest Chapter of the Society for Ecological Restoration, Seattle, WA. (Tim White, CH2M Hill, 206/453-5000 or Sono Hashisaki, Springwood Associates, 206/545-1117.)   | Oct.  | 10-12 | <b>6th Biennial Southern Ruffed Grouse Workshop</b> , Hungry Mother State Park, Marion, VA. (Gary Norman, VA Dept. of Game & Inland Fisheries, P.O. Box 996, Verona, VA; 703/248-9389; FAX 248-9399.)   |
| 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.)  | Oct.  | 15-17 | <b>Conference on the Future of California Forests: Perceptions, Expectations, and Realities</b> , Holiday Inn Capitol Plaza, Sacramento, CA. (Janice Montano, Univ. of CA, Forest Products Lab, 1301 South 46th Street, Richmond, CA 94804-4698; 510/215-4222; FAX 510/215-4299; e-mail montano@nature.berkeley.edu.) |
| Sept. | 18-21 | <b>Southeastern Nuisance Wildlife Management Operators' Shortcourse</b> , Sheraton Hotel and Convention Center, Columbia, SC. (Jackie Ellis; Dept. of Entomology, Clemson Univ., Clemson, SC 29634 803/656-5048 or Greg Yarrow, Dept. of Aquaculture, Fisheries, & Wildlife, Clemson Univ., Clemson, SC 29634 803/656-7370.  | Oct.  | 16-18 | <b>Rocky Mountain Symposium on Environmental Issues in Oil and Gas Operations: Practical Solutions for the 90's</b> . (Office of Special Programs and Continuing Education, Colorado School of Mines, Golden, CO (303) 273-3321 or fax (303) 273-3314.)   |
| Sept. | 18-22 | <b>First North American Workshop on Monitoring for Ecological Assessment of Terrestrial and Aquatic Ecosystems</b> , Mexico City. (Dr. Sidney Draggan, Environmental Monitoring and Assessment Program [8205], U.S. EPA, 401 M Street, SW, Washington, DC 20460; e-mail: draggan.sidney@epamail.epa.gov.)  | Oct.  | 9-13  | <b>Perdix VII: Symposium on Partridges, Quails, and Pheasants in the Western Palearctic and Nearctic</b> , Dourdan (Essonne), France. (Secretariat Perdix VII, Office national de la Chasse, B.P. 236, 75822 Paris Cedex, France; +44 15 17 17; FAX +47 63 79 13.)  |
|       |       |  | Oct.  | 24-26 | <b>Mid-Atlantic Highlands Environment - Now and Tomorrow</b> , Canaan Valley Resort and Conference Center, Davis, West Virginia. (Ron Preston, US EPA, 303 Methodist Bldg., 11th & Chapline Streets, Wheeling, WV 26003; 304/234-0245; FAX 304/234-0260.)   |



## POSITIONS AVAILABLE

**ASSISTANT PROFESSOR** 12-month tenure-track wildlife ecologist position, Department of Fisheries and Wildlife, Michigan State University. Preference will be given to applicants with a Ph.D. with strong quantitative skills and interest in assessment and restoration of human-disturbed ecosystems and/or the ecology of threatened or endangered species. Must work effectively with state, federal, and private organizations, obtain research grants, conduct research and publish findings. Duties include: teach undergraduate and graduate courses, including an introductory course in the ecology and restoration of human-disturbed ecosystems and a graduate course in area of specialization; conduct applied research on the ecology of wildlife in human-disturbed ecosystems with implications towards management of exploited, unexploited and protected species; participate in faculty committees, public service programs and advising of graduate and undergraduate students; cooperate with Michigan Department of Natural Resources in conducting research on management-related topics and in developing management policies and procedures. Send letter of application by Sept. 15, 1995 stating professional goals and objectives, a resume with supporting materials including transcripts, and 3 letters of reference to: **Dr. Scott R. Winterstein, Search Committee Chairperson, Department of Fisheries and Wildlife, 13 Natural Resources Building, Michigan State University, East Lansing, MI 48824-1222; 517/353-2022, FAX 517/432-1699, 20592SEH@msu.edu. Michigan State University is an equal opportunity/affirmative action employer.**

**ASSISTANT/ASSOCIATE PROFESSOR**, Wildlife, tenure track, 12-month, 50% teaching, 50% research. Available October 1, 1995. Ph.D. in wildlife or related field; at least one degree in wildlife from management-oriented curriculum required, experience in teaching and research expected, agency or other field experience desirable. Specific expertise in integration of forestry and wildlife management practices and big game population management is important. Send letter of application, resume, transcripts, names and addresses of 3-5 references, and copies of all major publication by August 1, 1995: **Dr. William R. Davidson, Chairman, Wildlife Search Committee, Warnell School of Forest Resources, The University of Georgia, Athens, GA 30602.**

**BIOLOGICAL SCIENTIST III** for the Florida Game and Fresh Water Fish Commission. Conduct complex biological research on wildlife and habitat in south Florida including genetic restoration and management of Florida panthers, population and habitat relationships, and assisting landowners in managing their lands to complement Florida panther conservation and recovery. Design and supervise field work, data collection, and analyses; compile and interpret results; prepare annual and final reports, and journals. Duties include field identification and classification of wildlife and habitats; performing morphological, microscopic, and chemical studies; conducting transects to evaluate wildlife populations and habitat; capturing, marking, and monitoring wildlife including aerial and

ground telemetry. Prepares itineraries, travel vouchers, purchase order requisitions, and vehicle operation reports. Gives presentations to interested groups and courteously serves Florida's citizens in a positive and proactive manner. Base salary \$27,251. Requires B.S. and 3 years experience, M.S. and 2 years, or Ph.D. and 1 year; and strong quantitative and inter-personal skills. Submit a completed State of Florida Employment Application to: **Ken Johnson, FGFWFC, 566 Commercial Blvd., Naples, FL 33942; 813/643-4220.**

**CAESAR KLEBERG CHAIR IN WILDLIFE ECOLOGY.** A 12-month/year, tenurable position, jointly appointed with the College of Agriculture and Life Sciences and the Texas Agricultural Experiment Station, as Professor and Caesar Kleberg Chair in Wildlife Ecology beginning January 1996, or later. Requirements include a Ph.D., 10 years post-doctoral experience, an appropriate publication and grantsmanship record, teaching experience, and a strong commitment to an academic program integrat-

### For Sale

Various issues of JWM; Wildlife Monographs; J. Mamm.; SE Proc.; N.Am. Trans; Tall Timbers Fire Ecol. Conf.; Tall Timbers Conf. on Ecological Animal Control by Habitat Mgmt.; Game Res. in Ohio; NYF&G Journ; Int. Assoc. Proc.; many other journals, books and reprints. Best offer, buyer pays shipping. Inquire for complete list and make offer. Call: **Gary Henry, 704/683-9094 (home) or 704/665-1195, ext. 226 (work).**

### Needed

Copy of World Lagomorph Conference Proceedings, 1979. Conference held at Guelph, Ont. Please contact: **Roger D. Applegate, Small Game Program Coordinator, Kansas Dept. Wildlife & Parks, PO Box 1525, Emporia, KS 66801-1525. Voice (316) 342-0658, FAX (316) 342-6248, with price requirements.**

ing theoretical and applied aspects of ecology, conservation, and management. Letters of application, curriculum vitae, statements of teaching philosophy and research interests, and the names of three references will be accepted by: **Dr. Nova J. Silvy, Dept. of Wildlife and Fisheries Science, Texas A&M University, College Station, TX 77843-2258, 409/845-0598, by 1 October 1995, or until position is filled. Texas A&M University is an affirmative action/equal opportunity employer and welcomes applications from women and minority candidates.**

**CONSERVATION SCIENTIST I-IV** assist Chaparral WMA Area Manager in planning and conducting research and preparation of long range and annual work plans. Assist with budget preparation, annual performance/final reports. Serve as principal investigator on research studies, including non-game, game, habitat, and baseline inventory research. Responsible for Texas Conservation Passport Program and assist in planning and implementation of public outreach programs. Conduct wildlife/habitat surveys, analyze data, conduct public hunts and disseminate information to the public. Salary \$2,121-\$3,064/month, Position #7100-073. For

information contact: **David R. Synatzske, Chaparral Wildlife Management Area, P.O. Box 115, Artesia Wells, TX 78001; 210/6763413.**

**DIRECTOR** of the Western Hemisphere Shorebird Network based at Manomet Observatory for Conservation Sciences in Manomet, MA. Director is responsible for identifying and responding to opportunities to meet WHSRN management, research and public information goals, for nominating new sites, maintaining the strong collaborative character of the Network, promoting and supporting local and regional initiatives that will benefit from the WHSRN affiliation and seeking new opportunities to expand the Network's impact. Will maintain close working relationships with state, provincial and federal agencies and interested organizations focused on wetlands preservation and management, will develop and implement programs geared toward providing support for ongoing site management, research, public education and information exchange. Will work closely with Chair of the WHSRN Council, develop a 3 year program plan establishing objectives and priorities. Will represent WHSRN at international, national and regional conferences and meetings, make formal presentations, coordinate fund raising for WHSRN and manage budget. Requires a masters degree in Natural Resources or Public Policy, or equivalent, broad knowledge of wetlands conservation and familiarity with bird conservation issues. Extensive experience in a responsible position in a conservation program that required participation of many stakeholders. Proven ability to lead, create programs, win support, deal effectively with diverse interest groups. Good writing and public speaking skills. Bi-lingual in Spanish and English highly desirable. Salary \$40's to low \$50's. Send resume and letter to: **WHSRN Director, Manomet Observatory for Conservation Sciences, Box 1770, Manomet, MA 02345-1770; FAX 508/224-9220. Manomet Observatory for Conservation Sciences is an Equal Opportunity Employer.**

**DIRECTOR** of Missouri Resource Assessment Partnership (MoRAP) to be responsible for the overall coordination and management of MoRAP and its activities. MoRAP is an interagency partnership formed to facilitate the development and application of digital data bases for use in natural resource planning and management in Missouri. The director serves as liaison between the Partners, prepares budgets, makes grant applications, ensured coordination between MoRAP projects and their integration and use in natural resource planning and management; also manages the MoRAP Technical Center, supervises its staff, and directs related projects. Masters degree in natural resources, geography, or closely related field required. Must have a working knowledge of the application and management of spatial data analysis and data base development including GIS/remote sensing technologies. Administrative experience, strong communication skills, and the ability to build consensus are essential requirements. Salary range: \$50,000 to \$60,000 or negotiable commensurate with experience. Send letter of interest, vitae, and three letters of reference to: **Dr. Ronald Drobney, 112 Stephens Hall, Univ. of MO,**



Columbia, MO 65211; 314/882-9420 or 314/882-3436. Closing date: July 31, 1995 or until a suitable candidate is found.

**FIELD ASSISTANTS (3)** for study on effects of tropical forest management on forest birds, butterflies, and trees in northern Belize from mid-January to late April, 1996. One position would require strong bird census skills (and preferably Neotropical experience). Second position requires background in entomology, preferably with butterflies. The third position requires background in forestry or botany and will assist tree studies. Ability to drive standard vehicle, work long hours, do computer data entry, assist in studies of tree regeneration, and with camp chores. Field crew will include Belizeans. Working conditions will be hot and strenuous but rewarding. Preference given to applicants with experience working in remote areas under primitive conditions, first aid training, and driving four-wheel drive trucks. Paid assistants provided with tent and bedding, transportation while on job, round-trip plane ticket, board, and weekly pay of \$170. Paid positions are contingent upon funding. Volunteers will be considered but will be required to have their own health coverage. For more information or to apply, contact: **Mahogany Silviculture Project, Manomet Observatory for Conservation Sciences, PO Box 1770, Manomet, MA 02345, by 10 September.** *Manomet Observatory is an equal opportunity/affirmative action employer.*

**HERPETOLOGIST.** A 12-month/year, tenure track, Assistant Professorship, jointly appointed with the College of Agriculture of Life Sciences and the Texas Agriculture and Life Sciences and the Texas Agricultural Experiment Station, to begin January 1996 or later. Ph.D. required to teach undergraduate and graduate courses in herpetology, advise students, develop a research program, and serve as Curator of Herpetology for the Texas Cooperative Wildlife Collections. Letters of application, including teaching and research goals; curriculum vitae and names of three references will be accepted by: **Dr. John D. McEachran, Search Committee Chair, Dept. of Wildlife and Fisheries Sciences, Texas A&M University, College Station, TX 77843-2258; (409) 845-5777 by September 15, 1995, or until position is filled.** *Texas A&M University is an affirmative action/equal opportunity employer and welcomes applications from women and minority candidates.*

**INTERNS** American Rivers is offering a 3-6 month internship this summer and fall to college students and college graduates interested in conservation policy, citizen correspondence, legislative work, development, science, marketing and media relations. Intern positions are available for the following project areas: Hydropower Program, Floodplain Program, Federal Lands Program, Urban Rivers Program, Assistant to the Vice President of Conservation, Media Program, Development Program, and Membership Intern. Each intern will work closely with senior-level development and conservation staff at American Rivers on research and communications projects. Interns will also find excellent opportunities for networking within the environmental community at large. A very small stipend may be available. Positions available immediately. Send resume, cover letter, short writing sample, time of availability and a list of 3 references to: **Earl Foote, American Rivers, 801 Pennsylvania Ave. S.E., Suite 400, Wash-**

**ington D.C. 20003; 202/547-6900; Amrivers@igc.apc.org.**

**LANDSCAPE ECOLOGY/GIS POSTDOCTORAL FELLOWSHIP** available immediately to participate in team-oriented projects relating to landscape ecology and broad-scale habitat/wildlife relationships. Applicants must hold the Ph.D. at the time of application, and GIS/habitat modeling skills are required. Postdoctoral Fellows hold term-based 100% appointments for 12 months and include participation in the Student Health Program. The stipend is \$2,000/month and the award period will range from 1-3 years. Interested parties should contact: **John L. Roseberry, Senior Scientist, Coop. Wildlife Research Lab., Southern Illinois University, Carbondale, IL 62901-6504; 618/536-7766; FAX 618/453-6944.**

**MANAGER, WILDLIFE MANAGEMENT** to coordinate wildlife management activities with outside organizations for the National Rifle Association. You will supervise the coordination and evaluation of joint projects with federal and state agencies and affiliated clubs; act as NRA representative to various committees and conservation organizations; implement an intern program; direct the preparation and maintenance of reports; assist in the development of position papers. Master's degree in Natural Resources, Wildlife Biology or Management and 3 years' practical experience in wildlife management or research required. In-depth working knowledge of hunting and conservation issues, wildlife biology and management essential. Qualified candidates should send/FAX resume to: **NRA, Human Resources-WM, 11250 Waples Mill Road, Fairfax, VA 22030; FAX: 703/267-3938.**

**POSTDOCTORAL FELLOWSHIPS (2)** for recent Ph.D.'s trained in vertebrate biology and interested in participating in a two-year study of raptors and wild canids. One position will focus on raptor ecology. Studies will include: population and demographic surveys; assessment of critical habitat; urban impacts; and development of management strategies. Studies will include: population and demographic surveys; assessment of critical habitat; urban impacts; and development of management strategies. Primary species of concern include but are not limited to the Ferruginous Hawk, Burrowing Owl, Golden Eagle, and Swainson's Hawk. The second position will emphasize endemic wild canids (Red, Gray, and Kit Fox, and the coyote). Studies will include: investigations of populations demographics; distribution and abundance; interaction of habitat human activities and encroachment; and development of practical management practices to assure canid success. Candidates should have strong academic foundation in data analysis, statistics, strong writing skills, and experience developing resource management programs. Candidates should be capable of performing supervising research in various related fields; ability to analyze information accurately, adopt and implement effective course, ability to assume independent responsibility for decisions and actions, knowledge of radio-telemetry tracking and tagging and population demographics analysis; knowledge of habitat classification methodology; working familiarity with GIS concepts and GPS skills; and 3-5 years experience and skill (while obtaining a Ph.D.) working within the particular chosen vertebrate group. Security clearance is required of successful ap-

plicants. Send a cover letter, current curriculum vitae, bibliography, statement of research interest, official transcripts, pertinent publications and have three letters of recommendation separately sent to: **Dr. Jack C. Turner, TX Regional Institute for Environmental Studies, Sam Houston State University, SHSU Box 2506, Huntsville, TX 77341-2506.**

**REGIONAL FIELD DIRECTORS (3)** 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.**

**RESEARCHER I.** Available August 1995 or until filled. duties include development of computer protocols for conversion of multiple large data files into datasets for existing application programs. Researcher will also develop new application programs to aid biologists in the analysis and presentation of data. Researcher will assist IL Dept. of Conservation staff in preparation for and conduct of deer hunting check stations. Minimum requirements: BA/BS with strong computer and written/oral communication skills. Must be familiar with DOS/Windows operating systems, be proficient with PARADOX software, and preferable have experience developing applications in ObjectPAL, the PARADOX programming language. Preference will be given to applicants with academic training in wildlife ecology or a closely related field. Salary: \$1,352/month plus benefits; initial appointment through fiscal year ending 30 June, with renewal pending anticipated recurring funding. Send letter of interest, current resume, transcript(s), and three references (addresses and phone numbers) to: **Dr. Alan Woolf, Director, Coop Wildlife Research Lab, Southern IL Univ., Carbondale, IL 62901-6504; 618/536-7766; FAX 618/453-6944.**

**TECHNICAL EDITOR** needed to apply a blue pencil to approximately 100 manuscripts following peer review conducted by the editors. Manuscripts will be published in the proceedings of the 10th International Conference on Bear Research and Management. Manuscripts are to be



edited using JWM style guidelines. Technical editor will be credited on cover of proceedings. Perfect job for retired professor looking for income supplement. Most work will be in 1996, possibility of similar work on later proceedings. Send resume and salary requirements (cost/page) to: **Dr. Sterling Miller, Alaska Fish and Game, 333 Raspberry Rd. Anchorage, AK 99518-1599 907/267-2203, FAX 907/267-2433, sterling%fishgame@state.ak.us.**

**WILDLIFE BIOLOGIST/TERRESTRIAL ECOTOXICOLOGIST (Research).** A full time career position in DuPont Agricultural Products, located in Wilmington, DE. Primary responsibilities are to (1) design and oversee avian toxicology research performed by contractors and conducted under GLP for FIFRA or other regulatory requirements, (2) conduct ecological risk assessments, and (3) interact with regulatory scientists. A Ph.D. in vertebrate ecology, mammalogy, ornithology, wildlife biology or biology and knowledge of bird or mammal ecology are required. Knowledge of statistics, ecotoxicology, and study design, and good writing and communication skills are essential. Knowledge of aquatic ecotoxicology is desirable. Salary commensurate with experience. Send letter of interest and resume to: **Kristin Brugger, DuPont Agricultural Products, Experimental Station, Wilmington, DE 19880-0402; 302/695-4613; FAX 302/695-4296; e-mail BRUGGEKE@ESVAX.DNET.DUPONT.COM. Dupont is an equal opportunity employer.**

**WILDLIFE EXTENSION SPECIALIST AND SUMMER PRACTICUM DIRECTOR.** Two-year, 12-month administrative/professional position. Extension responsibility (70%): Develop and conduct proactive wildlife extension program and participate in ongoing publication and continuing education projects. Teaching responsibility (30%): Organize and conduct required (6 cr.) five-week summer practicum held in northern Michigan. Minimum of MS in ecology, wildlife science, or related field required. At least one degree in a management-oriented natural resource curriculum is desirable. Send resume, transcripts, and a statement of interest in extension. Also arrange to have at least three letters of reference sent. Address correspondence and inquiries to: **B.K. Miller, Chair Search Committee, Dept. of Forestry & Natural Resources, Purdue University, 1159 Forestry Bldg., West Lafayette, IN 47907-1159. Review of applications will begin July 28, 1995. Purdue University is an Equal Opportunity/Affirmative Action Employer.**

**WILDLIFE TECHNICIAN** for the North Carolina Wildlife Resources Commission. Location: Edenton, NC. Duration: October 1, 1995 - March 31, 1996. Job Summary: (70%) observe and record locations and activities of neck-collared Canada geese in eastern North Carolina, (10%) assist in wood duck box checks, (20%) 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; interact comfortably with landowners; identify waterfowl by species; use optical equipment for extended periods. Salary \$8.55/hr. Vehicle provided. By August 20, 1995 send resume, cover letter, transcripts, and list of 3 reference (with phone numbers) to: **Joe Fuller, NC Wildlife Resources Comm., 701A North Broad Street, Edenton, NC 27932; 919/482-7787.**

**ZOOLOGIST** for the Nongame & Natural Heritage Program for the State of Vermont, with familiarity with both vertebrates and invertebrates to conduct rare species inventories & mgmt., environmental review, recovery planning, grant solicitation, and contractor oversight. Statewide responsibilities. Starting salary \$25,792. Min. qual. BS in zoology or related field with 3 years professional experience. Grad. work may substitute for up to 2 yrs. exper. For information contact: **Steve Parren, Nongame/Heritage, VT Fish and Wildlife, 103 S. Main Str. Waterbury, VT 05671-0501; 802/241-3717. Apply by 8/2/95 by using standard state application (reference job code 322600) to VT. Dept. of Personnel, 110 State St., Drawer 20, Montpelier, VT 05620-3001; (802) 828-3483; VT/TTY Relay (800) 253-0191. An Equal Opportunity Employer.**

## ■ GRADUATE RESEARCH ASSISTANTSHIPS

**GRADUATE RESEARCH FELLOWSHIP, M.S.** - position available 1 January 1996 to 31 May 1998 to conduct research on sublethal effects of organophosphorus pesticides on behavior, physiology, and productivity of white-winged doves. B.S. required, preferred in wildlife science, wildlife biology, biology, zoology, or related field. \$800/mo. Submit letter of interest, resume, transcripts, and names and phone number of 3 references by 1 August 1995 to: **Dr. Eric C. Hellgren or Dr. Tom C. Tacha, Campus Box 218, Caesar Kleberg Wildl. Res. Inst., Texas A&M Univ.-Kingsville, Kingsville, TX 78363; 512/595-3922.**

**M.S. or Ph.D. ASSISTANTSHIPS** to do moderate work for biodiversity conservation, adap-

tive ecosystem management, and wildlife and landscape ecology. Benefits include annual stipend, tuition waiver and health insurance. Funds will also be provided for conducting research and for attending professional meetings. Candidates are expected to have a strong quantitative background, skills in computer programming and/or geographic information systems, and interest in integrating ecological, economic, and sociological factors for ecosystem and wildlife research and management across landscapes. Interested students should send a letter of application, CV, a statement of professional goals, transcripts, GRE scores (and TOEFL scores for international students), and names, addresses and phone numbers of 3 references to: **Dr. Jianguo Liu, Michigan State University, Department of Fisheries and Wildlife, East Lansing, MI 48824; 517/355-1810, FAX 517/432-1699, jliu@perm.fw.msu.edu.**

**M.S. AND Ph.D. GRADUATE RESEARCH ASSISTANTSHIPS** M.S. positions (2) will document small mammal and reptile population and community structure within selected habitat types in the northern Chihuahuan Desert. Doctoral positions (2) will document small mammal and reptile structure within additional habitat types and develop statistical models predicting population and community structure within the selected habitats. Appropriate degree(s) in wildlife ecology, biology, or similar field. Minimum GPA of 3.0 on a 4.0 scale. Minimum combined GRE score of 1000. All candidates should have academic and/or field experience in habitat sampling. All candidates must be able to work under extreme environmental conditions (particularly heat), be able to walk across expansive areas, and qualify to drive state vehicles. \$9,500/year for M.S. positions and \$10,500/year for Ph.D. positions, personal health insurance paid, out-of-state tuition waived. Provide a state-

## Collaboration and Volunteers Solicited for Conservation Programs in Latin America



Our young, non-profit NGO, solicits collaboration and assistance from U.S. researchers and institutions to develop conservation oriented research programs in Latin America. We currently have a research program involving felids in Western Mexico centered on Volcán de Colima, one of the most active volcanoes in North America. We require assistance with this research and would also like to investigate populations of small mammals and birds especially in areas subject to volcanic eruptions. Vegetation analysis in these areas is also of interest. The overall objective of this research program is to develop new reserves with interconnecting corridors based on felid movements.

We are also developing a research program for the Islas Marias off the west coast of Mexico which requires determining the status of island endemics and developing a management plan for the eradication or control of introduced herbivores and feral cats. We are also interested in investigating the marine fauna. Similarly, we have a research program for several endemic species and subspecies of the Islas Revillagigedo, also off the west coast of Mexico. We also have a very strong interest in the conservation of neotropical parrots and would like to develop reintroduction programs for parrots, guans, and small felids.

We would greatly appreciate collaboration with U.S. researchers and institutions and would benefit greatly from assistance given by volunteers. Please fax or send letters of interest to: **Dr. Andrew M. Burton, Organización para la Conservación, Estudio y Análisis de la Naturaleza, A.C. 22 de Diciembre No. 1, Col. Manuel Avila Camacho, Naucalpan, Edo. de México C.P. 53910, México; FAX +52+5+293+1258; Telephone(s): 293-1322, 294-1032.**



ment of professional goals, resume, transcripts, and 3 letters of recommendation as soon as possible to: **Dr. Steve Demarais, Department of Range and Wildlife Management, Texas Tech University, Lubbock, TX 79409; 806/742-2843, FAX 806/742-2280**

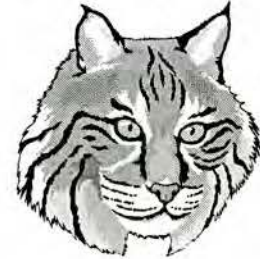
**Ph.D. ASSISTANTSHIP** in either Forestry or Biology with Wildlife Major to study forestry/moose relationships in Gros Morne National Park, Newfoundland. Teaching assistantship available while on campus, and room and board plus salary available while in field. Strong leadership abilities required and familiarity with GPS technology desirable. M.S. in wildlife ecology and minimum GPA of 3.0 overall required. Letter of interest, goals, resume, transcripts, evidence of writing ability, and names/telephone numbers of at least 3 references: **Dr. Warren Ballard, New Brunswick Coop Fish and Wildlife Research Unit, Univ. of New Brunswick, PO Box 44555, Fredericton, NB E3B 6C2.**

**Ph.D. ASSISTANTSHIP** to do modelling in Deer Ecology and Management. Benefits include annual stipend (starting at \$13,000), tuition waiver and health insurance. Funds also are available for conducting research and for attending professional meetings. The candidates are expected to have (1) strong quantitative background and skills in computer programming and geographic information system (GIS), and (2) interests in integrating ecological, economic, and social factors for deer management across landscapes. Send letter of application, a description of research experience, a statement of professional goals, curriculum vitae, transcripts, GRE scores (and TOEFL score for international students) reprints/manuscripts if any, and names, addresses and phone numbers of at least three references to: **Dr. Jianguo Liu, Michigan State University, Dept. of Fisheries and Wildlife,**

**13 Natural Resources Bldg., East Lansing, MI 48824; 517/355-1810; FAX 517/432-1699; e-mail JLIU@PERM.FW.MSU.EDU.**

**Ph.D. CANDIDATE** to study relations between landscape features and migrant landbirds during fall stopover periods at Big Bend Biosphere Reserve. \$12,000 per 12-month period and tuition remission for four years, plus research funding for three falls. Starts early January 1996. Relevant M.S. required. Applications considered until a candidate is found. For more information, contact: **Dr. Kevin J. Gutzwiller, Dept. of Biology, Baylor Univ, Waco, TX 76798-7388; 817/755-2911.**

**Ph.D. GRADUATE ASSISTANTSHIP** available January 1996 to study bobcat ecology in Illinois. Applicants must have Master's degree in Wildlife ecology, zoology, or a closely related field. Training and experience with GIS and habitat analyses is highly desirable and will be given preference. GRE scores are required for consideration. Assistantships are for 12 months and include a tuition waiver plus full support for the conduct of research. For further information and applications, send a letter of interest and a CV to: **Dr. Alan Woolf, Director, Coop. Wildlife Research Lab, Southern IL Univ., Carbondale, IL 62901-6504; 618/536-7766; FAX 618/453-6944.**



## STUDENTS!

Don't forget to submit your application for the Best Student Presentation and Best Student Poster Awards. If you are presenting a paper or poster at the Annual Conference in Portland you received an application form for these awards. The application is due **August 1, 1995.**

Mail your form to:  
Best Student Presentation  
& Poster Awards Committee  
c/o Craig Foster  
P.O. Box 27  
Summer Lake, OR 97640.

**DON'T DELAY!**



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