

THE WILDLIFER

March-April 1997

THE WILDLIFE SOCIETY
Excellence in Wildlife Stewardship Through Science and Education

Issue No. 281

A Vision of The Wildlife Society

As part of the Long Range Planning process Council has developed a view of a desired future of The Wildlife Society. The following paragraphs describe the critical elements of the picture that represents what The Wildlife Society can be. However, this vision can only become a reality if our members, Council and staff work together to achieve it, because the cooperation of all segments of the Society are essential for its success.

VISION STATEMENT

The Wildlife Society participates in a global society in which the conservation of wildlife is a common goal. Wildlife resource decisions are made after consideration of relevant scientific information, in consultation with wildlife professionals, and with the support of an informed and caring citizenry. The Wildlife Society is the acknowledged source of scientific information and expertise concerning wildlife biology and management.

The Wildlife Society:

... anticipates the future to best serve the changing needs of wildlife professionals. We are responsive to changes that are occurring in society, and we tailor services to meet the needs of our membership.

... maximizes the potential of wildlife professionals to be effective stewards of wildlife. The Society provides opportunities for professional involvement, growth, and education for all members.

... fosters high professional standards and ethics for wildlife professionals. Members of the Society have high professional standards and ethics and are recognized for them.

... provides information for the sound scientific management and stewardship of all wildlife species

and their habitats for the benefit of present and future generations. The Society is recognized as a leader in wildlife conservation for publishing state-of-the-art scientific and educational materials, sponsoring technical information exchange, influencing wildlife policies, and other innovative approaches to foster wildlife stewardship.

... reaches out to the citizens of the world to increase their understanding and appreciation of wildlife and wildlife habitat. We facilitate wildlife information exchange at local, regional, national and global levels among all wildlife professionals, policy makers, organizations and informed citizens to advance responsible and sustainable use of wildlife resources.

IN THIS ISSUE

MEET THE CANDIDATES FOR

- Vice President
- Southeastern Section Representative
- Southwestern Section Representative
- ...and 1997 Photo Contest Information**

WILDLIFE POLICY ACTIVITIES

Funding the National Wildlife Refuge System

In November 1996, The Wildlife Society (TWS) and other members of the Cooperative Alliance for Refuge Enhancement group urged President Clinton to propose at least \$ 220 million for the operations and maintenance of the National Wildlife Refuge System in fiscal year 1998. The National Wildlife Refuge system has 92 million acres and is the only Federal public land system dedicated primarily to the conservation of fish and wildlife. Refuges provide wildlife related recreation and offer key habitats for migratory birds, endangered species, anadromous fish and other wildlife. In recent years, the refuge system has been severely underfunded. The budgetary problem is exemplified by a Department of Interior study which determined that there is a \$ 323 million backlog of maintenance needs . The recommended funding level would begin to reduce the maintenance backlog. If maintained through the year 2003, the 100th anniversary of the system, the system finally would be solvent.

CRP: Building on the Success of the Past

The Wildlife Society joined Ducks Unlimited, the Wildlife Management Institute and several other conservation groups, to give testimony before the house Subcommittee on Forestry, Resource Conservation, and Research, in support of the Conservation Reserve Program (CRP). The CRP retires land from agricultural use to promote wildlife and land conservation. The

statement noted the success of the CRP in providing wildlife benefits and endorsed a new rule announced by Secretary of Agriculture Ron Glickman. The rule elevates consideration of wildlife as a factor co-equal to soil and water conservation. It recognizes the strategic importance of the Prairie Pothole Region to wildlife nationwide and designates it as a national conservation priority area. Croplands adjacent to natural wetlands, cropped wetlands, and wetlands previously enrolled in the Water Banks Program would be eligible for the CRP. The testimony urged that the new rule be implemented immediately.

Wildlife Habitat Incentive Program (WHIP)

The Wildlife Society continued its involvement in the implementation of the 1996 Farm Act by providing comments, developed with the assistance of TWS Farm Bill Committee, on the Wildlife Habitat Incentive Program (WHIP).

WHIP is a new flexible cost-share program designed to improve habitat for a diversity of wildlife benefits. This new program can play an important role in the conservation of wildlife and contribute to the wise stewardship of habitat. The Wildlife Society offered comments in support of strengthening whip as a conservation tool. TWS suggested; (1) increased discretion for State Technical Committees, including advice from state wildlife agencies and other wildlife professionals, (2) greater emphases on southeastern wildlife concerns, (3) identification of geographic areas to meet species and habitat concerns, not only by state border, (4) maintaining a ten year contract period to benefit wildlife, (5) encouraging desired practices through incentive payments, and (6) striving for non-matching federal funds. Suggestions presented by TWS will make the implementation of WHIP regulations more valuable for wildlife, more equitable and scientifically sound.



MOVING? PLEASE SEND US A CHANGE OF ADDRESS PROMPTLY!

The U.S. Postal Service **DOES NOT** forward TWS publications (2nd Class mail) **UNLESS** you guarantee postage at your post office.

Publications sent to an old address are returned to us with postage due. If we have not received your change of address, you will be responsible for both the return postage and the cost to re-mail. Avoid this inconvenience and expense by notifying us promptly when you move. Please include your 5-digit membership number (it appears above your name on the address label) to help us to accurately update your record.

We often get publications back marked "Temporarily Away." If you are going to be temporarily away, please make appropriate arrangements with your post office to hold your 2nd class mail until you return.

PRESIDENT'S CORNER

Why Doesn't Every Wildlife Professional Belong to TWS?

I am often reminded when I attend section and chapter meetings that a substantial number of wildlife professionals are not members of The Wildlife Society. I believe that TWS has the potential to double its membership to 20,000+ if these nonmembers could be recruited. My estimate is that there are probably, on average, about 400 individuals in each state working in wildlife-related jobs. This calculation does not include those professionals working in Canada, Mexico, Central America, and the remainder of the world. Shouldn't all wildlife professionals support the organization that provides the tools we need to be effective? After all, there is strength in numbers.

The reason many wildlife professionals outside North America do not belong to The Wildlife Society is easier to pinpoint than for U.S. and Canadian members. It usually is the matter of economics. TWS membership dues in many developing countries can equal as much as a month's salary. Letters to TWS from foreign professionals often express a great desire to join the Society or receive its publications, but lament their inability to come up with the dues payment or the price of a book.

But what about our nonmember colleagues in the U.S. and Canada? What reasons do they have for not belonging to The Wildlife Society? Are they too complacent, too busy, too lazy, too cheap? Or do they believe they need more or different "benefits" from membership? I suspect that for many working wildlife professionals the answer is that they have never been asked to join. As for the rest, are there valid reasons why wildlife professionals *choose* not to belong to The Wildlife Society? Our dues are among the lowest among scientific and professional natural resource societies and the benefits we offer are numerous: communication, chapter and working group activities, certification, professional development, conferences, wildlife policy activities, scientific journals, technical books, etc. Yet for many wildlife professionals (defined as anyone earning a living working with wildlife including technicians through administrators/university professors) these benefits apparently are not enough to justify joining The Wildlife Society.

I believe it is important for the future of TWS and the wildlife profession that we survey nonmembers to identify how TWS can better meet their needs. However, we need to keep in mind that The Wildlife Society *is* its members and their collective energies working as individuals and at the student chapter, chapter, section, working group, and Society levels on behalf of wildlife



Clait E. Braun

and the profession. We are not a big organization; we employ only a small staff to provide the organizational structure and support services necessary to stimulate and coordinate member energies and expertise. Almost every program, activity, and publication that we undertake or provide is made possible by members who volunteer their time and expertise in the name of The Wildlife Society. The commitment of members to become involved is needed to add new programs or redirect existing ones.

Clearly, the nature of our profession, our individual responsibilities, and our Society have changed over the years. In my

Continued on page 25

THE WILDLIFER

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TWS Snowmass '97



ATTENTION PHOTOGRAPHERS!

ENTER YOUR FAVORITE PHOTOS IN THE TWS PHOTO CONTEST

To Be Held at the Annual Conference
in Snowmass Village, CO



Do you have any photos you think could be award winners? Now's your chance to find out by entering them in the TWS Annual Conference Photo Contest. Enter your photos by following the contest rules below.

CONTEST RULES

1. Photos must be taken by the participant. Photos of zoo or other captive animals will *not* be eligible for Wild Birds, Wild Mammals, or Other Wildlife categories (the honor system will prevail). Contest is open to all registered for the conference.
2. Photos *must* be mounted on stiff backing (photo board, artboard, foam board, etc.). Each photo *must* have the name and address of the photographer clearly marked on the back. Matting is optional. *Glass and frames of any kind are prohibited.*
3. Entry fee is \$2 per photo (to cover contest costs), with no limit on the number of photos entered per participant.
4. Mounts 5 by 7 inches up to 16 by 20 inches will be accepted, but images of 11 by 14 inches or less are preferred and encouraged. Color or black and white prints are accepted (NO SLIDES).
5. Photos will be accepted in the following categories: *Wild Birds; Wild Mammals; Other Wildlife; Landscapes/Scenics/Habitats; Humor; and People & Projects.*
6. Judging will be by conference attendees for *First, Second, and Third* place in each category, and conference *Best-of-Show.*
7. Ribbons, certificates, prizes, and a plaque for Best-of-Show will be awarded. Winners to be recognized at the Saturday evening get-together.

If you don't want to hassle with you and your photos traveling to the conference together, you can send them to the following address by **September 19:**

Jennie Slater, Photo Contest Coordinator
Colorado Division of Wildlife
6060 Broadway
Denver, Colorado 80216
(303) 297-1192

1996 Photo Contest

The 1996 Photo Contest attracted a total of 86 photos. The most popular of the 6 entry categories were Wild Birds and Landscapes-Habitats. First, second and third place winners in each category received certificates and ribbons; first and second place winners also received books from the cooperative book display. The conference Best-of-Show winner received an engraved plaque.

Winners of the 3rd Annual Conference Photo Contest

Best of Show: Milo Burcham

Wild Birds

1st Place - Milo Burcham
2nd Place - Milo Burcham
3rd Place - Karen Kronner

Humor

1st Place - Milo Burcham
2nd Place - Julie Eliason
3rd Place - Kenneth L. Kreklau

Wild Mammals

1st Place - Milo Burcham
2nd Place - Kenneth L. Kreklau
3rd Place - Milo Burcham

Landscapes-Habitats

1st Place - David Griffin
2nd Place - Julie Eliason
3rd Place - Julie Eliason

Other Wildlife

1st Place - Karen Kronner
2nd Place - Karen Kronner
3rd Place - Karen Kronner

People & Projects

1st Place - Julie Eliason
2nd Place - Randy M. Smith
3rd Place - Chris Williams

PRESIDENTS CORNER...

continued from page 23

opinion, as The Wildlife Society looks to the future, a basic membership package that includes a publication designed for all segments of the profession, from students to technicians to managers to educators and administrators, would go a long way toward attracting new members and helping keep existing members. *The Wildlifer* was never intended to fill this need, but the *Wildlife Society Bulletin* has the potential if we agree on the premise that one "general" publication should be directed at all wildlife professionals. A few years back, Council and the *Bulletin* editors began a process to reformat the publication and broaden its content. As you read in my last President's Corner (January-February 1997), Council also is proposing to increase the number of yearly issues of the WSB from 4 to 6 to improve the timeliness and communication potential of this publication. While the WSB is still very much a work in progress and not yet directed at the entire membership, through its continued evolution it can fill this need.

How can we attract wildlife professionals to TWS membership? The answer is probably as complex and as diverse as our potential members. For starters, I ask each of you reading this column to make it a goal to tell at least one nonmember colleague about the benefits of TWS membership and ask him or her to become a TWS member this month. You will find a membership application for this purpose on this page. At the Society level, we need to learn from those who are not members what they expect from The Wildlife Society. I am convinced that we can markedly increase TWS membership if we invite wildlife professionals to join, listen to what they have to say, and do a better job of communicating what The Wildlife Society represents and what we are doing at all levels to benefit wildlife professionals.

As always your advice and comments are solicited and encouraged. Remember, you are TWS.

Recruit a Colleague!

Use the application below to offer a colleague the opportunity to take advantage of the many benefits of membership in The Wildlife Society. Share this issue of *The Wildlifer* with them and encourage them to join today.

THE WILDLIFE SOCIETY 1997 Membership Application Form			
Select the desired subscription and enter the appropriate dues below:			
MEMBERSHIP TYPE	REGULAR	STUDENT	DUES
Bimonthly Newsletter (<i>The Wildlifer</i>)	\$40	\$20	
Newsletter & quarterly <i>Wildlife Society Bulletin</i>	\$61	\$41	
Newsletter, quarterly <i>Journal & Wildlife Monographs</i>	\$65	\$45	
All publications	\$85	\$65	
Working Groups (all \$5 except 13 = \$7)	\$	\$	
Working Groups: Circle your choice			
03 Biological Diversity		10 Population Ecology & Management	
04 Biometrics		17 Public Conservation Education and Extension	
05 College & Univ. Wildlife Education		11 Sustainable Use of Ecosystem Resources	
06 Furbearer		14 Urban Wildlife	
07 Geographic Info. Systems & Remote Sensing		12 Wildlife Damage Management	
08 Habitat Restoration		02 Wildlife Economics	
16 International Wildlife		01 Wildlife Planning & Administration	
09 Native Peoples' Wildlife Management		13 Wildlife Toxicology	
(U.S. funds only) TOTAL			\$
METHOD OF PAYMENT			
<input type="checkbox"/> Check (Payable to The Wildlife Society) <input type="checkbox"/> Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> AMEX			
Acct # _____			
Exp. Date: _____			
Signature: _____			
ADDRESS			
Name: _____			
Address: _____			
City: _____		State: _____	Zip: _____
Country: _____		Phone: _____	
Daytime Phone			
Have you been a TWS member before? <input type="checkbox"/> No <input type="checkbox"/> 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			

TWS Members, Sections, and Chapters Contribute Funds for TEAMING WITH WILDLIFE



TEAMING WITH WILDLIFE
a natural investment

TWS members, sections, and chapters have contributed over \$20,000 to The Wildlife Society's 1996-1997 Teaming With Wildlife Campaign. At press time, 379 members, 3 sections, and 26 chapters had sent in contributions to support this important initiative. Campaign contributions surpassed the \$17,000 raised last year for TWS's Teaming With Wildlife activities. Donations continue to be received.

Teaming with Wildlife is TWS's highest policy priority. Modelled after the highly successful Pittman-Robertson/Dingell-Johnson federal aid programs for species that are hunted and fished, Teaming With Wildlife will boost state programs to conserve the full-range of wildlife species. An excise tax on outdoor recreation equipment and gear will generate the needed funds to be used in three areas: wildlife and habitat conservation, outdoor recreation, and environmental education.

With legislation creating Teaming With Wildlife expected to be introduced this spring, TWS is focusing our efforts on winning additional support for the program from the outdoor recreation industry, federal legislators, and state governors. Momentum behind Teaming With Wildlife is growing and campaign funds will enable TWS to continue to play an active role. Many thanks to the many members, sections, and chapters who made contributions to this special effort. Donors of \$35 or more are listed below.

President's Challenge \$100 and up

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\$ 500

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 Oregon Chapter

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 Arizona Chapter
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 Northeast Section
 Pennsylvania Chapter
 South Dakota Chapter
 Western Section

\$100

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 New Jersey Chapter
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 North Carolina Chapter
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 Oklahoma Chapter
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 Univ. of Tennessee-Martin Student Chapter
 Wyoming Chapter

< \$100

Maine Chapter
 New Mexico Chapter
 Ohio State University Student Chapter

Thank you for your support!

October Council Meeting Highlights

The Wildlife Society Council met on October 1-2, and 5, 1996 in Cincinnati, Ohio. Major actions and issues are summarized below. Activity is underway in all areas, but only major actions and issues of interest to TWS members are noted here.

Human Dimensions Book: A new TWS book, *Human Dimensions of Wildlife Management*, will be developed by Daniel Decker and Tommy Brown.

Certification and Professional Development: Since the certification program was introduced in 1977, 2,630 people have been approved as Certified Wildlife Biologists (CWBs) and 1,974 have been approved as Associate Wildlife Biologists (AWBs). Since the professional development program began in 1989, only 132 people have completed the program.

Council moved forward with a plan to link the two programs by implementing certification renewal through continuing education. Certification as a Certified Wildlife Biologist will last five years. By the end of those five years, the wildlife biologist must complete 80 category I and/or category II contact hours in the Professional Development Program to have his/her certification renewed for another five years. Renewal of certification for current CWBs will be phased in over a five-year period. Procedures for assigning contact hours to specific courses and review of applications for renewal of certification will be streamlined. The Professional Development Program also will be retained as a separate program useful to individuals who are not certified. Staff will develop an implementation plan and start date for the changes. The Wildlife Society will brief federal and state agencies on the changes and seek their increased support for certification and continuing education.

Council discussed a letter from the Humboldt Chapter on certification. The Chapter favors greater focus on professional conduct and ethics over educational standards and professional experience as the basis for certification. The chapter also suggested that the certification program should be broadened to recognize a wider range of expertise represented by the wildlife profession.

James M. Ramakka was appointed to a second three-year term on the Certification Review Board beginning in October 1997. Nominees from the Northeast Section are being sought to fill the remaining opening on the Board, October 1997-October 2000.

Dates and Locations for Future Annual Conferences: September 22-26, 1998, Buffalo, NY; September 7-11, 1999, Austin, TX; The Southeastern Section will identify a chapter to host the 2000 annual conference; and the Western Section will host the 2001 annual conference.

Wildlife Society Bulletin: The editor continues to receive lots of correspondence, mostly positive, from members on the new-format Bulletin. Each issue has a special focus and includes regular columns on student issues and wildlife policy. Ed Jones will serve an additional year, through 1998, as editor and assist in the transition to a Managing Editor.

Managing Editor: TWS needs to hire a Managing Editor to produce the Bulletin, regardless of whether the Bulletin is received by some or all TWS members and regardless of whether the Bulletin is published four or six times a year. Volunteer editors are increasingly hard to find due to the tremendous work load involved. Switching editors every two years also results in a loss of continuity, reduction in efficiency, and creates overlapping administrative offices (at a financial cost to TWS). Council proposes to fill the Managing Editor position in the spring of 1997.

Publication of Record: Making the Wildlife Society Bulletin TWS's publication of record (in place of *The Wildlifer*) means it will be received by all TWS members and its cost needs to be incorporated into basic dues. This dues increase must be approved by the membership. To ensure timely receipt of information, the publication of record needs to be published six times a year. Providing the Bulletin to all members will ensure that they are able to participate fully in TWS affairs and are exposed to a wide range of wildlife and professional issues.

2nd International Wildlife Management Congress: The purpose of the Congress is

to provide opportunities for global exchange of information and development of effective networks for accomplishing worldwide wildlife conservation goals. Gödöllő and Budapest, Hungary are proposed as the site for the Congress. An interim committee will continue to investigate potential funding sources, conduct a site visit of conference facilities and meet with local cooperators in Hungary, assess possible conflicts or opportunities for joining with other international meetings, and identify individuals to serve on the Steering Committee. They will report to Council in March and again by June 1, 1997 when a final decision on the site and date will be made.

The Journal of Wildlife Management: The editor reported that the Journal still publishes more articles on game species than on nongame or endangered species. This may be tied to the reality of funding for research, and competition from other journals for nongame papers.

Selection of a Journal Editor for 1998-1999: Council selected Guy Baldassarre as editor of the Journal for the 1998 and 1999 volumes.

Fund Raising Brochure: A fund raising brochure has been developed and will be distributed to potential donors.

Endowment Fund Proposal: A new endowment fund will be created by combining the existing permanent fund, building fund, and publications fund. The current value of these combined funds is about \$700,000. A plan for increasing the fund through bequests and contributions is being developed. A possible goal of \$1 million by the year 2005 was suggested. Investment income would be used to pay current obligations of the existing funds (i.e. life member dues, mortgage payments and capital improvements to the headquarters building, and fund management expenses) and to fund special projects. A more aggressive investment strategy for the combined fund may be developed in consultation with professional investment advisors.

1996 Farm Bill Implementation: TWS continues to be very involved in implementation of the 1996 Farm Bill and has or will submit comments on the interim

rules for each program: Conservation Reserve Program, Wetland Reserve System, Wildlife Habitat Incentive Program (new), and Environmental Quality Incentive Program (new).

National Biological Service: The National Biological Service was officially merged into the U.S. Geological Survey (USGS) as the new Biological Resources Division on October 1, 1996. Council met with USGS officials on October 3, 1996 in Cincinnati to discuss wildlife research needs that should be addressed by the new agency.

Membership: As of 31 August 1996, total membership was 9,584 people, a 2.1% increase over the same date in 1995, and another record high for TWS. Student memberships increased 8.0%.

Sections and Chapters: Six new student chapters have been formed this year. We continue to have a problem with non-TWS members serving as officers of chapters. As of 19 September 1996, there were three chapter officers and sixty student chapter officers who were not current members of The Wildlife Society — a violation of TWS bylaws.

Working Groups: As of 31 August 1996, the total number of working group memberships was 1,564, a 31% decrease over the previous year. Council later met with working group leaders and developed several ideas for strengthening working groups. As a first step, Council reduced the minimum membership required of working groups from 100 people to 50 people.

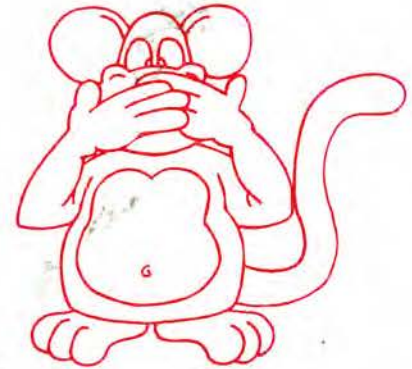
Columbia River Basin Environmental Impact Statement: The Bureau of Land Management and Forest Service are preparing an EIS on the upper Columbia River basin. This is to be the first ecosystem level EIS; release of the EIS has been delayed but TWS will review it when it is released.

National Strategy for Invasive Plant Management: Council agreed to add The Wildlife Society to the list of organizations endorsing a document entitled, Pulling Together: National Strategy for Invasive Plant Management.

Technical Reviews: Work continues on three technical reviews: Role of

Continued on Page 38

**Don't
Keep it
a Secret!**



We are interested in receiving your suggestions for potential exhibitors at the trade show and exhibition that is held in conjunction with the TWS conference. Our goal is to make the trade show a resource of products and information that TWS members will find relevant and useful.

WHO SHOULD EXHIBIT?

We need your help to expand our list of companies and organizations that should receive an invitation to participate in this year's trade show in Snowmass, Colorado. If you can suggest a possible exhibitor, please provide ASAP their name, address, and if available, the name of a contact person. Last year, representatives from the following groups exhibited in the trade show.

Equipment & Instrument Manufacturers

Computer Software & Hardware

Book Publishers

Outdoor Clothing & Gear Manufacturers

Wildlife Artists

Scientific Associations

Conservation Groups

Corporations & Industry Representatives

Government Agencies

CONFERENCE AND EVENT SPONSORSHIPS

If you know of a company, agency, or group that might be interested in becoming a conference sponsor or sponsoring a refreshment break, special event, or student travel grant, or if you would like to donate an item for the silent auction, please let us know. *Donors of \$5,000 or more receive a complimentary exhibit booth.*

Send your suggestions to: Conference Exhibitors, The Wildlife Society, 5410 Grosvenor Lane, Bethesda, MD 20814; (301) 897-9779; FAX (301) 530-2471; e-mail: tws@wildlife.org.

October 1996 Members Forum Highlights

All members of Council and approximately 300 members of The Wildlife Society met on October 3, 1996 at the TWS Annual Conference in Cincinnati, Ohio, for the annual Members Forum. After a welcome by TWS President Rollin Sparrowe and Ohio Chapter President Gildo Tori, Vice President Robert Anthony reported on the October 1-2 Council meeting (see October Council Meeting Highlights).

President Sparrowe noted all the changes that are occurring within The Wildlife Society and the vitality generated by activities like the conference, new Bulletin format, working groups, and Teaming With Wildlife initiative.

President Sparrowe presented certificates of appreciation to: the 1996 Annual Conference Arrangements and Program committees, Certification Review Board, Editors and Associate Editors of the Journal and Bulletin, and Technical Review committees. He presented charters to new student chapters at Ball State University (IN) and Hocking College (OH) and to working groups that had attained official status: Biological Diversity, College and University Wildlife Education, GIS and Remote Sensing, Sustainable Use of Ecosystem Resources, Wildlife Damage Management, and Wildlife Toxicology.

President Sparrowe introduced and inducted the new Council: Clait E. Braun - President, Robert G. Anthony - President-elect, James E. Miller - Vice-president, Rollin D. Sparrowe - Past-president, Daniel J. Decker - Northeast Section Representative and Robert D. Wood - Central Mountains and Plains Section Representative. He also presented plaques to outgoing members of Council: Ray B. Owen, Jr. - three years as Northeast Section Representative and Len H. Carpenter - six years as Central Mountains and Plains Section Representative. President Braun thanked Past-president Sparrowe for his service as president and presented him with a plaque and past president's pin.

President Braun spoke on the future of the wildlife profession. His remarks appeared in the November-December 1996 issue of *The Wildlifer*.

Council sought members' views on the two announced topics: 1) Proposal to increase dues to hire a Managing Editor for the Bulletin, increase the number of yearly issues from four to six, and provide it to all members; and 2) Are working groups serving the needs of members? See September-October 1996 issue of *The Wildlifer* for background information. Members' comments and Council responses are summarized below.

Wildlife Society Bulletin/Dues Increase

Managing Editor: We need to hire a Managing Editor no matter how many issues of the *Bulletin* are produced a year and how many members receive it. It is unrealistic to expect volunteers to continue producing it. Expanded Format/Content: Changes in *Bulletin* are exciting, positive, educational, helpful professionally, and appeal to a wider range of professionals. Timeliness of

material now published in *The Wildlifer*: Will not be affected. Production time of the *Bulletin*: Will not be affected as Managing Editor (staff) and Technical Editor (volunteer) will work as a team resulting in a more efficient overall operation. Time Dated vs. Reference: Object to putting *Wildlifer* items in *Bulletin* because the *Bulletin* is stored for reference. Perhaps the time-dated material could be prepared as a tear-out section. Students: Some students won't be able to afford it. However, students who already receive the *Bulletin* (900 students) will see their dues go down \$8. Students have access to the Bulletin now through their professors. The change will increase their sense of professionalism. It will be harder to recruit officers for student chapters (all of whom must be members of TWS). Membership: A short term decrease in membership is expected, but as the value of the *Bulletin* is realized, an increase in membership in the long term is expected. Consider electronic distribution: A committee is being formed to investigate how TWS should use the Internet. Not all members have access to the Internet. Although students have access to the Internet, it is generally in crowded computer halls. Putting information on the Internet does not eliminate the cost of producing it. Information overload and need to conserve paper: Current *Bulletin* material will be distributed over six issues for improved timeliness. Choice: Want to retain option of not subscribing to any journal. Retired and student member dues: TWS bylaws state that student member dues are 1/2 regular dues and retired member dues are 1/4 regular member dues. Could consider a bylaws change in the future to distribute the cost of the *Bulletin* more evenly among all members. Family membership: Will be offered beginning in 1998 (same year as dues increase is proposed to begin).

Working Groups

A brief discussion on working groups hit upon several points. These included that working groups make TWS more relevant to the wildlife profession and to wildlife professionals. They are started on the initiative of TWS members and have helped to build/sustain a diverse TWS membership. Working groups help TWS get its work done. Working group membership has declined in the past year — not sure why. Many working groups focus their activity on the annual conference. Although this is good, it was suggested that they need to do more. Many produce newsletters. There is redundancy between some working groups and committees which Council is moving to resolve. Standards for formation of working groups may be too high. [Note: Council reduced the minimum membership from 100 to 50 TWS members at its subsequent meeting.]



Birds in Forested Landscapes

Join the Birds in Forested Landscapes project, a new citizen science project that is a cooperative effort between the Cornell Lab of Ornithology and Partners in Flight. Birds in Forested Landscapes will link land managers and volunteer birders with professional biologists in a study of the habitat requirements of North American forest birds. The project will focus on the Cooper's and Sharp-shinned Hawks, and seven species of forest thrushes. These species are common in some geographic areas, but declining in others. Research results from Birds in Forested Landscapes will be used to develop management recommendations and descriptions of the kinds and amounts of habitat required to sustain healthy bird populations. The recommendations will become part of the North American Bird Conservation Plan (BCP). By participating in the Birds in Forested Landscapes project you will be helping to gather information that is vital for developing the BCP. This project is an excellent opportunity for students, and professional and non-professional ornithological organizations to become involved in scientific data collection and on-the-ground conservation efforts. Your data will be combined with information collected by citizen-scientists all over the continent. Lab of Ornithology scientists will analyze the data, then share the findings with you, the scientific community, and developers of the BCP. Participants receive a packet with complete instructions, reference materials, data forms, tapes or CDs for censusing, and the Cornell Lab of Ornithology newsletter, *Birdscope*, covering results from Birds in Forested Landscapes as well as the Lab's other citizen science projects. For more information on the Birds in Forested Landscapes project or to sign up, please call (607) 254-2440 or send e-mail to forest_birds@cornell.edu.

Fifth International Conference on Effects of Oil on Wildlife

This international conference will be held in Monterey, California and is hosted by the Oiled Wildlife Care Network, a joint program of the California Dept. of Fish and Game, Office of Oil Spill Prevention and Response and the University of California, Davis Wildlife Health Center. The conference will emphasize interagency and industry cooperation and proficiencies, short-term impacts, long-term impacts and bioaccumulation, advances in biomedical science, wildlife rehabilitation techniques, and wildlife habitat restoration. A "Call for Papers" has been issued with a deadline of July 1, 1997. For further information contact: **Nancy Ottum, Oiled Wildlife Care Network, ITEH, University of California, Davis, CA 95616; 916/752-3809; FAX 916/752-3318; e-mail: ndottum@ucdavis.edu.**

Proceedings of the Sixth North American Crane Workshop Available

The Proceedings of the Sixth North American Crane Workshop, held in Regina, Saskatchewan, in October 1991, are available from the **International Crane Foundation, P.O. Box 447, Baraboo, WI 53913**. The 179-page book costs \$10.00 for individuals or free with a self-addressed, stamped (1 lb. 3 oz, book rate \$1.74 U.S.) 9.5 x 12" envelope to nonprofit organizations.

Atlantic White-Cedar: Ecology and Management Symposium CALL FOR PAPERS AND PRESENTATIONS

The "Atlantic white-cedar Alliance" will be sponsoring this symposium on August 6 and 7, 1997, at the Christopher Newport University campus in Newport News, Virginia, in cooperation with North Carolina Division of Forest Resources, NCSU Forestry Dept. Extension and Outreach, Christopher Newport University and Richard Stockton University of New Jersey. This symposium will highlight opportunities to improve the information base on Atlantic white-cedar and associated habitats--restoration, hydrology, soil/site relationships, regeneration and management, and potential for utilization. Conditions permitting, a half-day field trip will visit local research and stand management sites. Papers, presentations, posters, displays and other possible contributions are encouraged. The Atlantic white-cedar Alliance plans to edit and publish submitted contributions in a symposium proceedings. Prospective speakers, contributors and participants should notify K.O. Summerville or Ann Coughlin of their interest. Titles and abstracts must be submitted no later than April 18 to: **K.O. Summerville, Griffiths Forestry Center, 2411 Old U.S. 70 East, Clayton, NC 27520; 919/553-6178; FAX 919/553-4486; e-mail: grfc@mindspring.com; or Ann Coughlin, NC State University, Box 8001, Raleigh, NC 27695-8001; 919/515-3184; FAX 919/515-8149; e-mail: coughlin@cfr.cfr.ncsu.edu.**

"Exceeding Expectations"

The Wildlife Habitat Council's 1997 WILDLANDS CONFERENCE

in cooperation with The Wildlife Society

May 18-20, 1997
Atlanta, Georgia

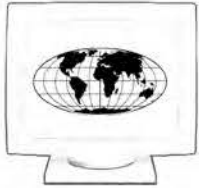
*If you are involved with wildlife
habitat management,
this conference is for you!*

Join conservation, corporate, and government leaders in exploring new ideas for wildlife management including in-depth case studies of the US Fish and Wildlife Service Safe Harbor policy, urban and suburban wildlife habitat development, and Superfund restoration, as well as field trips and guest speakers!

For registration information, call WHC
at (301) 588-8994

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

The "GIS" of Working Group Involvement



that beginning is rising one of the most successful working groups in the Society. The group is "productive and growing," but what does that really mean to its members and to Society members in general?

I became enamored with GIS during my doctoral research, and have been layered (pun intended) in GIS applications since! As a "GIS jock-wannabe," I was seeking professional development, networking opportunities with experienced users, and outlets to help Society members embrace this useful technology. I found an exciting avenue to accomplish these ideals through working group involvement. Today, I "GIS" in ARC/INFO, ERDA, and IDRISI. My projects include empirical habitat models that couple multivariate analyses with GIS manipulation and display, and habitat analyses comparing telemetry error polygon techniques with those employing GIS buffer and overlay procedures. Most recently, I employ an independent habitat selection model and GIS image and spatial analysis capabilities to provide guidelines for difficult deer management problems facing northeastern hardwood forests. My future aspirations include developing GIS products for web applications and continuing GIS-based habitat modelling and research. Regardless of project type or experience level, no one using GIS knows all the systems, or even all the commands in a given application. Involvement in the GRSWG fosters everyday trust and interaction with GIS gurus and rookies that helps answer my questions, give me great ideas, and move me forward. I hope that these associations will continue to push us and the science forward into the next century.

Participation in working groups provides a common ground for sharing advice, and a conduit for greater involvement in The Wildlife Society. Today, working groups help promote more input from general membership than at any other period in Society history. The GRSWG will continue to showcase training and exposure to GIS, GPS, and emerging technologies at annual events. Links between working groups will become more formalized and productive. Working group cooperation should reinforce team approaches to how we do ecosystem "management." Consider how the powerful imaging capabilities of GIS and Remote Sensing can be embraced by Human Dimensionalists in changing perceptions and values when "the big picture" is seen and understood in new, more effective ways. As pointed out during a

"Well, here I am...now how can I possibly contribute to this meeting?" Such were the thoughts of a "rookie" attending the 1994 business meeting of the GIS and Remote Sensing Working Group (GRSWG). Tom Sklebar officiated, never allowing meeting demeanor to escalate beyond the comfort zone of attendees...even the rookies! From

GRSWG meeting, "GIS is a tool, not an end in itself." And so, first and foremost, the group is a service organization dedicated to making us all more effective! But we also provide encouragement to newcomers to get involved, to working groups to meld and cosponsor training and information outlets, and to all of us to learn something new in the process! We look forward to Snowmass and the good people, inspiring products, and new associations we will experience there.

Richard K. Lawrence
State University of New York
Environmental Science and Forestry
Syracuse, NY (rilawren@mailbox.syr.edu)

New Student Chapters

Congratulations and welcome to new student chapters at California University of Pennsylvania in California, Pennsylvania (December 30, 1996) and Texas A&M University - Kingsville (October 8, 1996). This brings the total number of student chapters to 73, with 7 of them formed in 1996!



Rudy Rosen, former director of the departments of wildlife and fisheries for Texas and Oregon, has been named executive director of Safari Club International.



Loren M. Smith was selected as the Caesar Kleberg Professor of Wildlife Ecology at Texas Tech University. The professorship was established with an endowment from the Caesar Kleberg Foundation for Wildlife Conservation.

Attention Officers!

Does your section, chapter, student chapter, or working group have new officers?

Have you notified the TWS Office? If not, please complete the New Officer Report Form which was included with the 1996 amendments to the Operations Manual and return it to the TWS Office as soon as possible. We would like all correspondence originating from us to go to the appropriate person. Thank you.

Meet the Candidates for Vice President

WAYNE R. PORATH

Personal Data:

Date of Birth: May 5, 1944,
Storm Lake, IA. Married:
(Linda); 2 Children
(Katherine, Joel)

Education: B.S. Fisheries and
Wildlife Biology 1966, Iowa
State University, Ames; M.S.
Wildlife Biology 1968, Iowa
State University, Ames

Present Position: Assistant
Wildlife Division Chief - Re-
search, Missouri Department of Conservation, Columbia, 1988
- Present

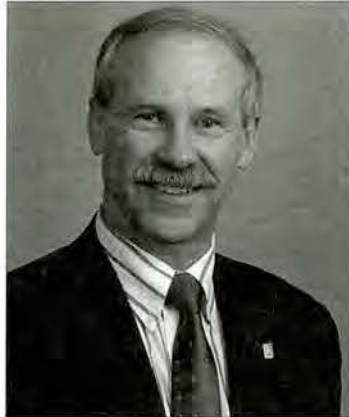
Former Positions: Land Management Supervisor - South Mis-
souri Region, Missouri Department of Conservation, Jefferson
City--1985 - 1988; Wildlife Research Supervisor - Forest Eco-
systems, Missouri Department of Conservation, Columbia--1981
- 1985; Wildlife Research Biologist - Deer Studies, Missouri
Department of Conservation, Columbia--1968 - 1980.

The Wildlife Society Activities: Member since 1966; Certified
Wildlife Biologist 1979; Publications Award Committee 1978;
Nominations Committee 1989; Technical Review Committee on
Wildlife Research 1992-95; Annual Conference Program Com-
mittee 1996; Annual Conference Student Travel Committee 1996;
North Central Section - TWS; Member since 1968; Secretary
Treasurer 1981; Awards Committee Chairman 1983; President
Elect 1987; President 1988; Continuing Education Survey 1989;
Operations Manual Committee Chairman 1990; **Missouri Chap-
ter:** member since 1968; Vice President 1970; President 1971;
Bylaws Committee Chairman 1973, 1976; E. Sydney Stephens
Awards Committee - Twice; Nominations Committee Chairman
1984

Other Affiliations: National Wildlife Federation, Conservation
Federation of Missouri, National Trappers Association, Missouri
Prairie Foundation, The Ruffed Grouse Society, National Rifle
Association, Mid-Missouri Conservation Society

Principal Professional Interests: Research and management of
species, habitats, communities and ecosystems in Midwestern
landscapes.

Views: I am honored to serve as a nominee for Vice President of
The Wildlife Society. Since joining in 1966, my underlying
beliefs and support of it's mission have only deepened. The
wildlife profession, and thankfully, The Wildlife Society, have
shown dramatic and continual evolution - from earlier years when



NOVA SILVY

Personal Data: Born 13 De-
cember 1940, Coffey, Mis-
souri.

Education: B.S. (Zoology/
Wildlife and Fisheries), Kan-
sas State University (1964);
M.S. (Zoology/Wildlife Ecol-
ogy), Kansas State University
(1967); Ph.D. (Zoology/Wild-
life Ecology), Southern Illinois
University-Carbondale
(1975).

Present Position: Professor, Department of Wildlife and Fisher-
ies sciences, Texas A&M University (1985-present)

Former Positions: Instructor, Kansas State University (1967-
68); Staff Assistant, Cooperative Wildlife Research Laboratory,
Southern Illinois University-Carbondale (1973-74); Assistant
(1974-79) and Associate Professor (1979-80), Department of
Wildlife and Fisheries Sciences, Texas A&M University; Assis-
tant Unit Leader, University of Florida Cooperative Wildlife
and Fisheries Research Unit (1981); Associate Professor; De-
partment of Wildlife and Fisheries Sciences, Texas A&M Uni-
versity (1981-85).

Wildlife Society Activities: Member since 1961, Certified Wild-
life Biologist (1980); Charter member, and President, Kansas
State University Student Chapter; Advisor, Texas A&M Uni-
versity Student Chapter; Chairman and member of numerous com-
mittees, Secretary-Treasurer, and President, Texas Chapter; Chair-
man and member of numerous committees including Nominations
(twice) and Minorities in Natural Resources Committee,
Southeastern Section; Charter member, Secretary, President, and
Section Representative to TWS Council (1988-94), Southwest
Section; Chairman and member of numerous committees includ-
ing Student Affairs, Symposia and Conferences, Aldo Leopold
Award, Annual Program, TWS. Member of Biological Diversity
and College & University Wildlife Education working groups,
TWS. Currently serving on Editorial Board of Wildlife Society
Bulletin, Program Chair for 1998 Annual meeting of Texas Chap-
ter, TWS, and on 1997 TWS Program Committee for Annual
Meeting and TWS Committee to recommend Special Session top-
ics for 1998 North American Wildlife Conference.

Other Professional Affiliations: Society for Conservation Biol-
ogy; Sigma XI; Phi Sigma; Attwater's Prairie Chicken Recovery
Team (Team Leader 1979-97); Texas-Organization for Endan-
gered Species; Prairie Grouse Technical Council (Chairman 1995-
97); Southeast Deer Study Group; Texas Academy of Science;
and, National Wild Turkey Federation.



Meet the Candidates for Southwestern Section Representative

ROBERT D. BROWN

Personal Data: Born July 31, 1945 in Red Bluff, California.

Education: Attended U.C. Davis, 1963-65, no degree; B.S., Animal Nutrition, Colorado State University, 1968; Ph.D., Animal Nutrition, Pennsylvania State University, 1975.



Present Position: Head, Department of Wildlife and Fisheries Sciences, Texas A&M University, 1993-; Director, Institute of Renewable Natural Resources, Texas A&M University, 1996-

Former Positions: Assistant, Associate Professor, Texas A&I University, 1975-81; Associate Research Scientist, Research Scientist, Caesar Kleberg Wildlife Research Institute, 1981-87; Head, Department of Wildlife and Fisheries, Mississippi State University, 1987 - 93.

Wildlife Society Activities: Member Since 1977; Member, Texas Chapter, 1977-87, 1993-; Member, S.E. Section, 1987-93; Member, S.W. Section, 1993-; Texas Chapter Scholarship Committee Chairman, 1984; Texas Chapter Finance Committee Chairman, 1986; S.E. Section, Resolutions Committee 1989 -; Texas Chapter Annual Program Chairman, 1996.

Other Professional Affiliations: National Association of University Fisheries and Wildlife Programs, 1987-, Southern Regional Chair, 1993-95, Vice President, 1993-95, President, 1995-97; NASULGC Fish and Wildlife Resources Section, 1988-, Vice Chair 1993-94, Chair, 1994-95; American Institute of Nutrition, 1984-; Comparative Nutrition Society, 1996 -; American Fisheries Society, 1988-, Mississippi Chapter, 1987-93, Texas Chapter, 1993-, So. Section Student Affairs Committee, 1991, Texas Chapter Awards Committee, 1994, Student Outreach Committee, 1995; Society for Range Management, 1981-87, 1993-, Texas Chapter College Activities Committee, 1984, National Meeting Planning Committee, 1986; USDA Expt. Stn. Southern Regional Advisory Committee-8 (Wildlife, Fisheries & Aquaculture), 1987-, Chair, 1991-92;

Principal Professional Interests: Comparative wildlife nutrition and physiology; physiology of antler growth; natural resources education, administration, and policy.

Continued on Page 37

PHIL ZWANK

Personal Data: Born 16 July 1944, Pella, Iowa. Married, 2 children.

Education: B.A. (Biology) Central College, Iowa (1966), M.S. (Wildlife Management) University of Missouri (1975), Ph.D. (Wildlife Ecology) Utah State University (1978).



Present Position: Leader, New Mexico Cooperative Fish and Wildlife Research Unit and Adjunct Professor, New Mexico State University (1989-Present).

Former Positions: U.S. Air Force (1967-1972); Wildlife Specialist, Cooperative Extension Service, New Mexico State University (1978-1980); Leader, Louisiana Cooperative Wildlife Research Unit (1980-1985) and Assistant Leader Louisiana Cooperative Fish and Wildlife Research Unit (1985-1987), Louisiana State University; Leader, Oklahoma Cooperative Fish and Wildlife Research Unit, Oklahoma State University (1987-1989).

Wildlife Society Activities: Member since 1973; certification pending; Secretary/Treasurer, President-Elect, and twice President (1979-80, 1982-83), New Mexico Chapter; Advisor, Louisiana State University Student Chapter; Charter member, first President and Executive Board member, Louisiana Chapter; Vice President, Oklahoma Chapter; Member and Chair of Nominations, Honorary Membership and Special Recognition Service Awards committees, TWS; and member of numerous other TWS, Southeast Section and state chapter committees.

Other Professional Affiliations: Sigma Xi, Xi Sigma Pi, Gamma Sigma Delta, American Fisheries Society, New Mexico Academy of Science, New Mexico Ornithological Society and Wildlife Federation.

Principal Professional Interests: Wildlife conservation research with emphasis on waterfowl ecology and endangered species biology.

Views: I consider it a great honor to be nominated as Southwest Section representative to Council for a second term. Three years ago, I pledged to represent the Section and its various chapters to Council. Since being elected, I have regularly attended annual meetings of the Arizona, Texas and New Mexico chapters where I have briefed the membership on Council activities and, in turn, carried member's concerns back to Council.

Continued on Page 37

Meet the Candidates for Southeastern Section Representative

DAVID C. GUYNN, JR.

Personal Data: Born 15 January 1946, Pearisburg, Virginia

Education: B.S. (Forestry & Wildlife), Virginia Polytechnic Institute and State University (1968) M.S. (Forest Biometrics), Virginia Polytechnic Institute and State University (1973) Ph.D. (Forest Biometrics), Virginia Polytechnic Institute and State University (1975)

Present Position: Professor, Department of Forest Resources, Clemson University (1980-Present)

Former Positions: Instructor, Department of Statistics, Virginia Polytechnic Institute and State University (1974); Assistant and Associate Professor, Department of Wildlife and Fisheries, Mississippi State University (1974-80)

Wildlife Society Activities: Member since 1975; Certified Wildlife Biologist, (1979); Secretary-Treasurer, Mississippi Chapter (1977-80); Vice President, South Carolina Chapter (1981-85); Secretary-Treasurer (1985-87), President (1990-91), Executive Board (1985-97), Southeastern Section; Publication Committee (1988-89), Membership Committee (1991-92), Southeastern Section Representative (1994-97), TWS

Other Professional Affiliations: Society of American Foresters, Sigma Xi, Xi Sigma Pi, Gamma Sigma Delta, Registered Forester (South Carolina)

Principal Professional Interests: Teaching and research of wildlife habitat/forestry relationships; private lands; human dimensions of natural resource management

Views: Serving on TWS Council for the past 3 years has reinforced my respect for the wildlife profession's role in society's decisions affecting natural resources. The public has become concerned about the appropriate use and maintenance of natural resources and has challenged traditional management institutions through litigation and referendum. Issues such as endangered species conservation, the wise-use movement and funding for wildlife management research have resulted in opposition to our profession from those who believe human needs can be viewed separately from the conservation of natural resources. Yet the 1996 Farm Act and the likely passage of Teaming with Wildlife legislation signal opportunities for the wildlife profession to play



ROBERT J. WARREN

Personal Data: Born July 23, 1952; Killeen, Texas.

Education: B.S. in Zoology (Wildlife) from Oklahoma State University in 1973; M.S. (1976) and Ph.D. (1979) in Wildlife from Virginia Polytechnic Institute and State University.

Present Position: Professor of Wildlife Ecology and Management, University of Georgia since 1992.

Former Positions: Associate Professor (1986-92) and Assistant Professor (1983-86) of Wildlife Ecology and Management, University of Georgia; Assistant Professor of Wildlife Management, Texas Tech University (1979-83); Wildlife Biologist, Natural Resources Office, U.S. Air Force (1977).

Wildlife Society Activities: Member since 1973; Certified Wildlife Biologist (1982); Member or Chair of TWS Student Travel Grant Committee (1994-96), Nominating Committee (1992), Membership Committee (1992), and Committee on Support of Symposia and Conferences (1986-1988); President-elect (1990-91), President (1992-93), and Past-president (1994-95) Southeastern Section; Editorial Panel Member, *Wildlife Society Bulletin* (1996-present); Associate Editor for Wildlife, *Proceedings of the Annual Conference, Southeastern Association of Fish and Wildlife Agencies* (1988-89); Associate Editor, *Wildlife Society Bulletin* (1986-87); Editor, *Southeastern Section Newsletter* (1985-87); Editor, *Texas Chapter Newsletter* (1982-84); Georgia Chapter's Program Committee (1992); Texas Chapter's Publication Award Committee (1981) and Membership Committee (1982).

Other Professional Affiliations: Member of the American Society of Mammalogists, the Wildlife Disease Association, and the Professional Wildlife Management Committee of the American Archery Council.

Principal Professional Interests: Physiology and nutrition; ecology and management of wildlife in parks and urban and suburban areas.

Views: Challenges facing the wildlife profession have changed greatly in the past decade. The interest and influence of the public in wildlife management issues have increased. Recommendations from wildlife professionals are increasingly being questioned by more diverse public interest groups, especially



Meet the Candidates for Southwestern Section Representative

ROBERT D. BROWN

Personal Data: Born July 31, 1945 in Red Bluff, California.

Education: Attended U.C. Davis, 1963-65, no degree; B.S., Animal Nutrition, Colorado State University, 1968; Ph.D., Animal Nutrition, Pennsylvania State University, 1975.



Present Position: Head, Department of Wildlife and Fisheries Sciences, Texas A&M University, 1993-; Director, Institute of Renewable Natural Resources, Texas A&M University, 1996-

Former Positions: Assistant, Associate Professor, Texas A&I University, 1975-81; Associate Research Scientist, Research Scientist, Caesar Kleberg Wildlife Research Institute, 1981-87; Head, Department of Wildlife and Fisheries, Mississippi State University, 1987 - 93.

Wildlife Society Activities: Member Since 1977; Member, Texas Chapter, 1977-87, 1993-; Member, S.E. Section, 1987-93; Member, S.W. Section, 1993-; Texas Chapter Scholarship Committee Chairman, 1984; Texas Chapter Finance Committee Chairman, 1986; S.E. Section, Resolutions Committee 1989 -; Texas Chapter Annual Program Chairman, 1996.

Other Professional Affiliations: National Association of University Fisheries and Wildlife Programs, 1987-, Southern Regional Chair, 1993-95, Vice President, 1993-95, President, 1995-97; NASULGC Fish and Wildlife Resources Section, 1988-, Vice Chair 1993-94, Chair, 1994-95; American Institute of Nutrition, 1984-; Comparative Nutrition Society, 1996 -; American Fisheries Society, 1988-, Mississippi Chapter, 1987-93, Texas Chapter, 1993-, So. Section Student Affairs Committee, 1991, Texas Chapter Awards Committee, 1994, Student Outreach Committee, 1995; Society for Range Management, 1981-87, 1993-, Texas Chapter College Activities Committee, 1984, National Meeting Planning Committee, 1986; USDA Expt. Stn. Southern Regional Advisory Committee-8 (Wildlife, Fisheries & Aquaculture), 1987-, Chair, 1991-92;

Principal Professional Interests: Comparative wildlife nutrition and physiology; physiology of antler growth; natural resources education, administration, and policy.

PHIL ZWANK

Personal Data: Born 16 July 1944, Pella, Iowa. Married, 2 children.

Education: B.A. (Biology) Central College, Iowa (1966), M.S. (Wildlife Management) University of Missouri (1975), Ph.D. (Wildlife Ecology) Utah State University (1978).



Present Position: Leader, New Mexico Cooperative Fish and Wildlife Research Unit and Adjunct Professor, New Mexico State University (1989-Present).

Former Positions: U.S. Air Force (1967-1972); Wildlife Specialist, Cooperative Extension Service, New Mexico State University (1978-1980); Leader, Louisiana Cooperative Wildlife Research Unit (1980-1985) and Assistant Leader Louisiana Cooperative Fish and Wildlife Research Unit (1985-1987), Louisiana State University; Leader, Oklahoma Cooperative Fish and Wildlife Research Unit, Oklahoma State University (1987-1989).

Wildlife Society Activities: Member since 1973; certification pending; Secretary/Treasurer, President-Elect, and twice President (1979-80, 1982-83), New Mexico Chapter; Advisor, Louisiana State University Student Chapter; Charter member, first President and Executive Board member, Louisiana Chapter; Vice President, Oklahoma Chapter; Member and Chair of Nominations, Honorary Membership and Special Recognition Service Awards committees, TWS; and member of numerous other TWS, Southeast Section and state chapter committees.

Other Professional Affiliations: Sigma Xi, Xi Sigma Pi, Gamma Sigma Delta, American Fisheries Society, New Mexico Academy of Science, New Mexico Ornithological Society and Wildlife Federation.

Principal Professional Interests: Wildlife conservation research with emphasis on waterfowl ecology and endangered species biology.

Views: I consider it a great honor to be nominated as Southwest Section representative to Council for a second term. Three years ago, I pledged to represent the Section and its various chapters to Council. Since being elected, I have regularly attended annual meetings of the Arizona, Texas and New Mexico chapters where I have briefed the membership on Council activities and, in turn, carried member's concerns back to Council.

Continued on Page 37

Continued on Page 37

Meet the Candidates for Southeastern Section Representative

DAVID C. GUYNN, JR.

Personal Data: Born 15 January 1946, Pearisburg, Virginia

Education: B.S. (Forestry & Wildlife), Virginia Polytechnic Institute and State University (1968) M.S. (Forest Biometrics), Virginia Polytechnic Institute and State University (1973) Ph.D. (Forest Biometrics), Virginia Polytechnic Institute and State University (1975)

Present Position: Professor, Department of Forest Resources, Clemson University (1980-Present)

Former Positions: Instructor, Department of Statistics, Virginia Polytechnic Institute and State University (1974); Assistant and Associate Professor, Department of Wildlife and Fisheries, Mississippi State University (1974-80)

Wildlife Society Activities: Member since 1975; Certified Wildlife Biologist, (1979); Secretary-Treasurer, Mississippi Chapter (1977-80); Vice President, South Carolina Chapter (1981-85); Secretary-Treasurer (1985-87), President (1990-91), Executive Board (1985-97), Southeastern Section; Publication Committee (1988-89), Membership Committee (1991-92), Southeastern Section Representative (1994-97), TWS

Other Professional Affiliations: Society of American Foresters, Sigma Xi, Xi Sigma Pi, Gamma Sigma Delta, Registered Forester (South Carolina)

Principal Professional Interests: Teaching and research of wildlife habitat/forestry relationships; private lands; human dimensions of natural resource management

Views: Serving on TWS Council for the past 3 years has reinforced my respect for the wildlife profession's role in society's decisions affecting natural resources. The public has become concerned about the appropriate use and maintenance of natural resources and has challenged traditional management institutions through litigation and referendum. Issues such as endangered species conservation, the wise-use movement and funding for wildlife management research have resulted in opposition to our profession from those who believe human needs can be viewed separately from the conservation of natural resources. Yet the 1996 Farm Act and the likely passage of Teaming with Wildlife legislation signal opportunities for the wildlife profession to play



ROBERT J. WARREN

Personal Data: Born July 23, 1952; Killeen, Texas.

Education: B.S. in Zoology (Wildlife) from Oklahoma State University in 1973; M.S. (1976) and Ph.D. (1979) in Wildlife from Virginia Polytechnic Institute and State University.

Present Position: Professor of Wildlife Ecology and Management, University of Georgia since 1992.

Former Positions: Associate Professor (1986-92) and Assistant Professor (1983-86) of Wildlife Ecology and Management, University of Georgia; Assistant Professor of Wildlife Management, Texas Tech University (1979-83); Wildlife Biologist, Natural Resources Office, U.S. Air Force (1977).

Wildlife Society Activities: Member since 1973; Certified Wildlife Biologist (1982); Member or Chair of TWS Student Travel Grant Committee (1994-96), Nominating Committee (1992), Membership Committee (1992), and Committee on Support of Symposia and Conferences (1986-1988); President-elect (1990-91), President (1992-93), and Past-president (1994-95) Southeastern Section; Editorial Panel Member, *Wildlife Society Bulletin* (1996-present); Associate Editor for Wildlife, *Proceedings of the Annual Conference, Southeastern Association of Fish and Wildlife Agencies* (1988-89); Associate Editor, *Wildlife Society Bulletin* (1986-87); Editor, *Southeastern Section Newsletter* (1985-87); Editor, *Texas Chapter Newsletter* (1982-84); Georgia Chapter's Program Committee (1992); Texas Chapter's Publication Award Committee (1981) and Membership Committee (1982).

Other Professional Affiliations: Member of the American Society of Mammalogists, the Wildlife Disease Association, and the Professional Wildlife Management Committee of the American Archery Council.

Principal Professional Interests: Physiology and nutrition; ecology and management of wildlife in parks and urban and suburban areas.

Views: Challenges facing the wildlife profession have changed greatly in the past decade. The interest and influence of the public in wildlife management issues have increased. Recommendations from wildlife professionals are increasingly being questioned by more diverse public interest groups, especially



PORATH...continued from Page 33

solving critical research and management questions was of priority, to the added priorities of taking advocacy roles on issues, providing formal input on local, state, national, and international issues of policy, providing additional professional training to members, adapting publications to meet needs of members, and more. Without this commitment to be in tune to member needs and changing issues, past, present, and future, the Society will quickly lose effectiveness. We must continue to be willing to chart direction of those many things that impact wildlife, not simply follow paths others have made. This requires leadership and involvement of all Society members - elected officers, appointed committee representatives, and each member.

My employer for 29 years has been a state agency responsible for the conservation and management of "... all the wildlife resources of the state". Thirty years ago that translated to programs directed primarily at harvested wildlife. Today co-equals such as ruby-throated hummingbirds and mourning doves, colored lizards and raccoons, "old fields" and dolomite glades, fall-flooded timber and prairie fens are commonplace. We are (or should be) as comfortable sitting at the table with legislative committees or forage/livestock specialists or urbanites wishing for more "wild acres" or managers of confined hog facilities as we are the deer hunter. Our "view of the world" has shown incredible expansion, as have the expectations of wildlife professionals - by the public, by employers, and yes, by ourselves. The Wildlife Society must show strong leadership and support to members, helping them in the skills necessary to be at the front in that expanding "view of the world".

To do this, we must be aggressive in developing partnerships and alliances. The issues are too large and too interconnected for us to go it alone. Legislative proposals and policy initiatives that affect wildlife are so broad that we must align with other natural resource professionals, simply to adequately address the issues. Proposed changes in issues such as grazing on public land, watershed management, water use/distribution/rights, Endangered Species Act, and misplaced priorities of governments will not go away. They may not be visible every day, but you can bet they are simmering somewhere. For example, the Farm Bill developed during 1996 was remarkably "wildlife-friendly", but at this writing, the possibility of erosion of those features at state and local levels is increasing. Additionally, many ballot initiatives are coming to the fore that would erode decision making authority from fish and wildlife agencies, placing that authority in the hands of people with other agendas. Of concern? Perhaps. Regardless, wildlife interests must be at the table - alliances will help.

Reliable funding for comprehensive wildlife programs is a critical need. The Wildlife Society has committed support to "Teaming with Wildlife". This initiative has the potential to build on the existing federal aid programs in new, exciting, and critical ways. It truly deserves our support.

The Wildlife Society should aggressively promote management experimentation with feedback loops for change which will,

among other advantages, help bridge the gap between research and management. Society leadership is needed in furthering adaptive management approaches, especially in training, promoting dialogue, and perhaps even identifying specific application opportunities. Collectively, we as wildlife managers and administrators are not well enough informed to take the "risk" of viewing adaptive management as a way of doing business. The Society can and should help.

Finally, the list of stakeholders in wildlife management is ever-changing. Wildlife professionals more than ever before need people skills - both in working with other professionals and with the broad array of constituent groups. We must not only assess the values these people hold, but be willing to become instruments of change through education and public involvement. The stakeholders aren't just watching, they are doing. We must also!

I am proud of The Wildlife Society and what it represents. I pledge my commitment to it's goals, in whatever role that unfolds.

SILVY...continued from Page 33

Principal Interests: University teaching and upland wildlife research and management (for more information see <http://apc.tamu.edu/>).

Views: In these times of national and state budget cuts, it is easy to become discouraged, however, leadership which pursues opportunities to promote sound stewardship of our natural resources becomes even more important. There are many opportunities to positively influence policy including national farm bills, endangered species legislation, and budgets of natural resource agencies. TWS with its Position Statements and action of its Policy Director has and will continue to make a positive difference. Important wildlife management decisions are usually made in the social, economic, and political arenas where the scientific base of TWS' membership lends credibility to its professional positions.

Providing greater opportunities through TWS' Student Breakfasts, International Congresses, Working Groups, and Annual Meetings have appealed to a wider array of students, educators, resource managers, policy makers, and other scientists to broaden the vision for wildlife management. TWS' publications are its strength and the Wildlife Society Bulletin now offers greater opportunities to all members to exchange ideas. A Managing Editor for TWS' publications would offer greater opportunities for members to become part of the editorial process without having to assume responsibilities for the day-to-day editing process. TWS must continue to provide opportunities that will attract wildlife students and professionals who now are not members. I considered this to be TWS' greatest opportunity. Through careful planning, TWS can meet any challenge and by empowering its membership with high ethical, scientific, and professional standards, any adversity can become an opportunity. I would consider it an honor to serve the membership and thank the Nomination Committee for this opportunity.

BROWN...continued from Page 34

Views: I am a firm believer in the old adage, "the people who win are the people who show up." As a result, I am unabashed advocate for an activist Wildlife Society. All too often, we see natural resource and environmental issues taking a back seat when it comes to funding at the federal, state and local levels. We are entering a decade or more of demographic and economic change in our country wherein the institutions, programs and issues we hold dear will be at risk.

The effort to balance the federal budget, while maintaining Social Security, Medicare, and Defense, will lead to greater pressure to cut the budgets of the natural resource agencies. For a couple of brief examples, as I write this piece, the N.B.S. has been renamed and moved under the U.S.G.S., the Renewable Resource Extension Act funds have been deleted from the President's budget, and several state resource agencies are anticipating revenue shortfalls due to decreased license sales and declining Pittman-Robertson funds. All of these issues, and many more, require our vigilance. As members of The Wildlife Society, we are stewards of our nation's wildlife resources, and we must speak out on those issues that impact the future of those resources and funding of the agencies, universities, and programs that maintain and enhance our natural resource heritage. Concurrently, in order to maintain our own credibility, we must continue the highest levels of professionalism through our certification program, our journals, and our conduct. We must continue to insure that our activities are of interest and value to a broad spectrum of people in the wildlife profession, from private consultants to undergraduate students. Electronic communications can help keep us apprised of what is happening and can be used to poll our members and enhance their impact. Furthermore, we can reach out to other professional societies, such as AFS, SRM, CBS and SAF on those issues where we have common goals to strengthen our impact on decision makers. Joint publishing, electronic communications, and joint meetings can enhance that interaction as well. There have never been more challenges or opportunities for us than there are today. I personally welcome the opportunity to face the future with my TWS colleagues.

ZWANK...continued from Page 34

I also made a commitment to increase membership to incorporate an expanded vision of wildlife. Last December, I helped organize and sponsor the Southwest Section's first annual workshop. This two-day session on GIS was attended by more than 70 individuals, many of whom were not traditional wildlifers. I am assisting in planning a second workshop for March 1997 on use of statistics in field research. This again should draw many attendees that are not TWS members.

To further increase membership, I have assisted in the organization and establishment of a TWS chapter in Mexico. This more than 150 member chapter should be fully accredited by spring 1997.

During my tenure as Council member, I have had the opportunity to represent Southwest Section interests when voting on issues that are having, and will continue to have, a major impact on TWS. Examples include: format change for the Bulletin, scheduling a second International Congress, and tying professional development to continuing education. In addition, I have made certain that your concerns were considered before release of technical reviews on public rangeland grazing and the northern goshawk.

I think that I have served your interests well during the last three-years, and pledge to continue to be your voice on Council if elected for a second term.

GUYNN, JR...continued from Page 35

an even greater role in providing our needs for long-term economic vitality and environmental integrity.

Our success in assuming this role will depend on the communication of valid information within the profession and our credibility with the public. The Annual TWS Conference and the revised format of the Wildlife Society Bulletin have enhanced communication within the profession. However, many professionals do not participate in TWS. We must find ways to make TWS more relevant to these colleagues, especially students.

Our professional credibility can best be enhanced by providing opportunities for TWS members to increase their knowledge and skills and by recognition of their competence and training for managing all wildlife. TWS must work with the membership to strengthen ties between education, work experience, professional development and certification to reflect the standards and rigor needed of a wildlife professional. We must continue to develop partnerships with other professional organizations and public groups with similar interests. We must enhance our visibility and professional standing so that society will seek our input in establishing the values of wildlife resources in land-use decisions.

WARREN...continued from Page 35

from urban and suburban areas. With a greater level of involvement by these diverse public interests, decisions and recommendations involving our wildlife resources are becoming increasingly difficult and complex. For the wildlife profession to survive, we must respond and adapt to these changes. As TWS members endeavor to respond to the challenges associated with these changes, so, too, must TWS alter or diversify its member services to better serve the changing needs of the profession. Recent changes in TWS have greatly improved its ability to serve its members (e.g., the creation of our own annual conference and the new format of the *Wildlife Society Bulletin*). TWS must continue to adapt and respond to the changing environment (both political and ecological) that faces our profession. Only by being responsive to its members' needs will TWS survive the changes and challenges from diverse public interest groups that inevitably will face our profession in the 21st Century.

COUNCIL MEETING...continued from page 29

Bowhunting in Wildlife Management, Endangered Species Act, and Wildlife Performance Measures for Ecosystem Management. Council offered The Wildlife Society's support to a multi-agency/organization group that is preparing a white paper on wildlife contraception as follow up to the May 1996 workshop on "Wildlife Contraceptives: The Regulatory Challenge" sponsored by the Denver Wildlife Research Center. It was agreed that the white paper would be completed under the auspices of The Wildlife Society for publication in TWS's Technical Review Series. The technical review will provide background information and a decision-making model for state agencies to use in dealing with wildlife contraceptives.

WILDLIFE POLICY PRIORITIES.

Livestock Grazing Act: TWS continues to monitor and weigh in on the different versions of the Livestock Grazing Act that have been introduced. Congress has not yet taken any action.

Teaming With Wildlife: The National Steering Committee for Teaming With Wildlife plans to introduce legislation in March 1997. Although all fifty state wildlife agencies support the initiative, only about ten governors have announced their support. Both the governors and national media need to be more actively involved and better informed on the initiative.

Wildlife Policy Priority Issues for 1997: Council approved the following list of priority wildlife policy issues for 1997: First Priority - 1996 Farm Act implementation, biological diversity, Clean Water Act reauthorization, ecosystem management, federal budgets, Endangered Species Act reauthorization, grazing on public lands, National Wildlife Refuge management, forest management, wetlands conservation, wildlife diversity funding initiative, and wildlife research priorities and funding; Second Priority - 1872 Mining Law reform, grizzly bear recovery, habitat mitigation, federal public land management planning, takings legislation, wilderness management, and wolf restoration and management.

Wildlife Information Network (WIN): Council considered a proposal for a pilot project to launch the proposed Wildlife Information Network. The purpose of the network is to help wildlife biologists become active members of their communities by providing technical assistance to landowners. The National Fish and Wildlife Foundation and the National Pork Producers Council have pledged financial support. Additional financial support and the commitment of a TWS chapter to participate are needed before the pilot project will be initiated.

Use of the Internet and WWW Home Pages by TWS and TWS Subunits: A committee may be appointed to develop guidelines on use of the Internet and WWW home pages.

Finances: A 1996 year-end deficit is projected, due to lower than expected income from the annual conference and higher than expected expenses for the Wildlife Society Bulletin and new office computer system. The 1997 proposed budget projects a deficit of \$53,100 due to the anticipated hiring of the Managing Editor for the Bulletin. Income for the Managing Editor will not begin until 1998 when the proposed dues increase is implemented.

Grants in Support of Conferences and Symposia: Council approved the following grants: 16th Trumpeter Swan Society Conference, 3-6 February 1997, \$1,000; 4th International Moose Symposium, 17-23 May 1997, \$1,000; Symposium for Oral Rabies Vaccination of Wildlife, 7-8 December 1996, \$200; and EURING97, 7-12 April 1997, \$1,000.

Vision Statement: A vision statement for The Wildlife Society was approved (see cover story).

FOR SALE

WSB Vols 3-6 (1975-78) and Vols 11-19 (1983-1991), not bound, missing 19(1). Best offer for entire set plus shipping. **Gary Wiles, PO Box 24471, GMF, Guam 96921, USA; e-mail: gwiles@ns.gov.gu.**

JWM Vols 17-60 (complete set). *Wildlife Monographs Numbers* 1-132 (complete set). WSB Vols 1-20; Vols 1(4) and 15 (2,3 and 4 missing). *New York State Conservationist*, Vols 1(2) to 31(1); Vols 7(4), 8(4) and 21(4) missing. *California Fish and Game* Vols 9(land 2), 10(4), 11(1,3, and 4) 12 (1 and 3), 13(4), 14(1), and 15(1). Will not split individual sets. All original issues, good to excellent condition, paperbound. Make an offer on entire collection. Buyer pays shipping. **Hadley B. Roberts, 708 Lombard Street, Salmon, ID 83467; 208/7562163.**

JWM Vols. 1-60 (1937-96), includes hardbound Vols. 1-40 plus indices Vols. 1-30, 31-40, and Wildl. Mono. Nos. 1-132 (1958-96) with Vols. 1-47 hardbound with JWM; \$1,900. WSB Vols. 1-24 (1973-96), missing Vol 16(1); \$500. Trans. Am. Game Conf. Vols. 15-21 (1928-35) hardbound and Trans. No. Am. Wildl. & Nat. Res. Conf. Vols. 1-51,53-54 (1936-89) includes hardbound Vols. 1-41 plus indices Vols. 1-34; \$900. JWD Vols. 1-26 (1965-90), missing Vols. 7(4), 10(3,4), 20(1); \$400. Proc. SE Assoc. Game Fish Comm. Vols. 8-29 (1954-75) plus Vol. 34 (1980); \$150. Auk Vols. 71-113 (1954-96), missing Vol. 96(1); \$700. Wilson Bull. Vols. 51-108 (1939-96) missing Vols. 61(4), 107(3); \$800. Condor Vols. 11-98 (1909-96) missing various issues; \$700. Syst. Zool. Vols. 1-42 (1952-93), includes hardbound Vols. 1-25; \$600. Plus misc. Vols. of various journals and books. All in good to excellent condition. Will not split individual sets. Buyer pays shipping. **Dennis G. Jorde, 11410 American Holly Drive, Laurel, MD 20708-4015; 301-497-5652.**

WSB Vols. 3-6 (1975-1978) and Vols. 11-19 (1983-1991), not bound, missing 19(1). Best offer for entire set plus shipping. **Gary Wiles, P.O. Box 24471, GMF, Guam 96921, USA; e-mail: gwiles@ns.gov.gu.**

WANTED: Trefethen, J.B., editor. 1969. North American wildlife and natural resources conference transactions. Wildl. Manage. Inst., Washington, D.C. 345 pp.; Payne, N.F. and F.G. Bryant. 1993. Techniques for wildlife habitat management of uplands. McGraw-Hill, N.Y. 500pp. **Jim D. Yoakum, P.O. Box 369, Verdi, NV 89439-0369; phone/FAX 702/345-0114.**

FREE: *Conservation Biology* Vol. 1-10 (1987-1996) inclusive. I will be donating a complete set of this journal to a Ph.D. candidate in Wildlife Biology or Conservation. If interested, please send a letter (not to exceed one page) expressing interest, and stating background, current research activity, and career goals to Fritz L. Knopf, Senior Scientist, USGS/BRD, 4512 McMurry Ave., Fort Collins, CO 80525-3400. Letters should be received by 30 June 1997.



Workshops and Courses of Interest

This page will be a regular feature in *The Wildlifer*. Due to space limitations, please submit a concise description with a contact for further information (see page 42 for deadlines).

Plant Identification Course June 9-13, 1997, Wetland Resources will be offering a field-oriented plant identification course that will emphasize the dominant species found in wetlands, their adjacent uplands, and the transition zone between them. Students will visit a variety of wetland habitat types in the area, collect and press plant specimens, learn to use field guides and plant manuals, and take home with them a plant collection for study purposes and future reference. This course will be held in Fairhope, near Mobile, Alabama, and class size will be limited to 15 participants. For further information, contact **Gene Todia, Wetland Resources, P.O. Box 2694, Daphne, AL 36526; 334/928-6157.**

Applications of Multivariate Statistical Methods to Fish and Wildlife. Multivariate statistical methods are very powerful tools when used properly in studies of fish and wildlife habitats and populations. This workshop is offered to fish and wildlife professionals with at least two semesters of training in statistics and an interest in the application of these sophisticated methods to their studies. We will study the conceptual basis for multivariate analyses, examine their assumptions, investigate their strengths and weaknesses, evaluate examples of their application in fish and wildlife studies, and carry out these procedures on real data sets from fish and wildlife in the Pacific Northwest. Methods covered will include: multivariate comparison (MANOVA), multiple regression, discriminant analysis, logistic regression, ordination procedures, and factor analysis (principal components). One class, limited to 20 participants, will be offered August 4-8, 1997. For further information or sign-up contact: **Oz Garton or Karla Makus, Fish and Wildlife Dept. Univ. of Idaho, Moscow, ID 83844-1136; 208/885-6434; FAX 208-885-9080; ogarton@uidaho.edu.**

Metapopulations of Animals and Plants: Inventory, Monitoring, and Viability Analysis. This workshop is designed especially for wildlife, fisheries, and other natural resource professionals needing an introduction or in-depth summary of recent developments in our understanding and approaches to managing populations of animals and plants distributed across landscapes. Participants will learn how to identify and delineate different types of metapopulations, how to design efficient surveys to inventory and monitor metapopulations, and how to analyze the resulting information to assess the long-term dynamics and viability of metapopulations for both research and management purposes. Participants will gain hands-on experience in the use of statistical and GIS software by analyzing recent data on the distribution and abundance of fish and wildlife populations in the Northern Rocky Mountains. Class size is limited to 20 participants per session: Session 1: June 2-6, 1997, Session 2: Aug. 11-15, 1997. For further information or sign-up contact: **Oz**

Garton or Karla Makus, Fish and Wildlife Dept. Univ. of Idaho, Moscow, ID 83844-1136; 208/885-6434; FAX 208-885-9080; ogarton@uidaho.edu.

Habitat Evaluation Procedures (HEP) workshops will be presented in Minneapolis, MN June 2-6, 1997, and in Blacksburg, VA Aug 18-22, 1997. This training may be of interest to those working with impact assessment, habitat evaluation, or development of environmental impact statements. These are jointly sponsored by the Department of Fisheries and Wildlife Science at Virginia Tech and the Biological Resource Division of USGS. The registration fee of \$600 covers workbooks, software, refreshments and other instructional expenses.

The workshop will introduce and demonstrate Habitat Evaluation Procedures, an approach for impact assessment and resource management. Emphasis is placed on the use of Habitat Suitability Index (HSI) models to assist in problem analysis, development of management plans, impact assessment, and decision making for mitigation and compensation for habitat loss. Personnel responsible for field work and data interpretation of natural resource projects, permits, license application, and environmental assessments/impact statements, and individuals involved with habitat management planning will benefit from these workshops. For additional information concerning the workshops, contact Dean F. Stauffer, dstauffer@vt.edu (540-231-7349). For registration and lodging information, contact Barbara Falls, bfalls@vt.edu (540-231-3122).

Onsite Wastewater Disposal Systems - June 4, 11 and 18, 1997 on the Cook College campus of Rutgers University in New Brunswick, New Jersey. For more information, please contact Claudia Pensak at the Cook College Office of Continuing Professional Education, P.O. Box 231, New Brunswick, NJ 08903; 908/932-9271; FAX e-mail: ocpe@aesop.rutgers.edu.

An Experimental Approach to Landscape Level Research - The Missouri Ozark Forest Ecosystem Project (MOFEP). A symposium will be held June 3-5, 1997 in St. Louis, Missouri, to present pre-treatment findings of a long-term, multi-scale, multi-disciplinary, operation research effort focused in the oak-hickory and oak pine hills in the southeast Missouri Ozarks. Approximately 25 papers will be presented by scientists from throughout the Midwest who are conducting research on the same experimental sites. An optional field trip to the MOFEP sites will be available for those interested on the last day of the symposium. For more information and registration materials contact **Brian Brookshire, Missouri Dept. of Conservation, P.O. Box 180, Jefferson City, MO 65102-0180, telephone (573) 751-4115, extension 304, or brookb@mail.conservation.state.mo.us.**

MEETINGS OF INTEREST



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| <p>May 6-9</p> <p>May 7-9</p> <p>May 9-11</p> <p>May 12-16</p> <p>May 15-17</p> <p>May 17-23</p> <p>May 19-20</p> | <p>Quail IV: Fourth National Quail Symposium, Tallahassee, Florida. (Leonard A. Brennan, Tall Timbers Research Station, Route 1, Box 678, Tallahassee, FL 32312; 904-893-4153; FAX 904-668-7781; e-mail brennan@bio.fsu.edu, or visit: http://www.fsu.edu:80/~lbrennan.)</p> <p>Communities Working for Wildlife, Radisson Plaza Hotel, Alexandria, VA. (Communities Working for Wildlife, c/o Terrene Institute, 4 Herbert Street, Alexandria, VA 22305; 800/726-4853 or 703/548-5473; FAX 703/548-6299.)</p> <p>2nd World Conference on Mountain Ungulates, Saint Vincent (Aosta), Italy. (Dr. Vittorio Peracino, Ente Autonomo Parco Nazionale del Gran Paradiso, Via della Rocca 47, 10123 Torino, Italy; telephone: (39) (11) 8171187; or 835839; FAX (39) (11) 8121305.)</p> <p>Combating Desertification: Connecting Science with Community Action International Symposium and Workshop, Tucson, Arizona. (Beaumont C. McClure, BLM, AZ State Office, PO Box 16563, Phoenix, AZ 85011-6563; 602/650-0206; FAX 602/650-0398.)</p> <p>Northwest Section of The Wildlife Society Meeting, Juneau, AK. (Ellen Campbell, 9399 Rivercourt Way, Juneau, AK 99801; 907/586-7919; FAX 907/586-7860.)</p> <p>4th International Moose Symposium, University of Alaska-Fairbanks. (Chuck Schwartz, Alaska Dept. Fish and Game, 34828 Kalifornsky Beach Rd., #B, Soldotna, AK 99669, 907/262-9368, FAX 907/262-4709; e-mail: ChuckS@Fishgame.state.ak.us.)</p> <p>1997 Wildlands Conference, Atlanta, Georgia. (Wildlife Habitat Council, 1010 Wayne Avenue, Suite 920, Silver Spring, MD 20910; 301/588-8994; FAX 301/588-4629.)</p> | <p>May 21-24</p> <p>May 22-23</p> <p>June 4-7</p> <p>June 8-19</p> <p>July 22-25</p> <p>Aug 12-14</p> <p>Sept 1-6</p> <p>Sept 21-23</p> <p>Oct 4-8</p> | <p>Western States and Provinces Deer and Elk Workshop, Rio Rico Resort, Rio Rico, AZ. (Tice Supplee, AZ Game and Fish Dept., 2221 W. Greenway Road, Phoenix, AZ 85023; 602/789-3350; FAX 602/789-3929; e-mail: vsupplee@gf.state.az.us)</p> <p>9th Northern Furbearer Conference, Yellowknife, NWT, Canada. (Kim Poole, NWT Renewable Resources, 600, 5102 50th Ave., Yellowknife, NT X1A 3S8, Canada; 403/920-6315; FAX 403/873-0293; e-mail: kpoole@inukshuk.gov.nt.ca)</p> <p>Symposium on Bison Ecology and Management in North America, Holiday Inn, Bozeman, Montana. (Bison Symposium, Montana State University, 235 Linfield Hall, Bozeman, MT 59717; 406/994-3414.)</p> <p>XVIII International Grassland Congress, Saskatoon, Saskatchewan, Canada. (Congress Secretariat, XVIII International Grassland Congress '97, PO Box 4520, Station C, Calgary, Alberta, Canada T2T 5N3; FAX 403/244-2340; e-mail: amc@supernet.ab.ca.)</p> <p>Soil and Water Conservation Society 52nd Annual Conference, Toronto, ON Canada. (Soil and Water Conservation Society, 7515 NE Ankeny Rd., Ankeny, IA 50021-9764; 515/289-2331 or 1-800-THE-SOIL.)</p> <p>Seventh Annual Meeting of Bird Strike Committee-USA, Ramada Inn, Logan International Airport, Boston, MA. (James Forbes, USDA, Animal Damage Control, 518/477-4837; FAX 518/477-4899.)</p> <p>International Conference on Wildlife Management and Land Use in Open Landscapes, Lyon, France. (Paul Havet, I.U.G.B. Chairman, Office National de la Chasse, 5 Rue Saint Thibault, 78610, Auffargis, France.)</p> <p>Forum on Wildlife Telemetry: Innovations, Evaluations, and Research Needs, Snowmass, CO. (Jane Austin, Northern Prairie Science Center, 8711 37th Street, SE, Jamestown, ND 58401; 701/252-5363; Fax: 701/252-4217.)</p> <p>51st Annual Conference of the Southeastern Association of Fish and Wildlife Agencies, Oklahoma City, OK. (Kim Erickson, PO Box 53465, Oklahoma City, OK 73152; 405/521-3721.)</p> |
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Come to the Rockies and Celebrate TWS's 60th Anniversary!

THE WILDLIFE SOCIETY 4TH ANNUAL CONFERENCE SEPTEMBER 21-27, 1997 SNOWMASS VILLAGE, COLORADO



The Fourth Annual Conference of The Wildlife Society is scheduled for September 21-27, 1997 in Snowmass Village, Colorado. Special features of the conference include a forum on wildlife telemetry, symposia, workshops, contributed paper and poster sessions, working group meetings, student activities, field trips, and a trade show. Registration and program information will be mailed to all members in June 1997. Others may request to be put on the mailing list.

HOSTED BY THE COLORADO CHAPTER WITH ASSISTANCE FROM THE WYOMING CHAPTER

The Wildlife Society
5410 Grosvenor Lane
Bethesda, Maryland 20814 U.S.A.
(301) 897-9770 FAX (301) 530-2471

Excellence in Wildlife Stewardship through Science and Education

POSITIONS AVAILABLE

ASSISTANT needed from 10 May - 31 August 1997 to develop and implement several public awareness and educational programs on the biological control of purple loosestrife. Primary duties will include: 1) developing a pamphlet template on the current bicontrol program, 2) implementing a program to exchange ornamental purple loosestrife plants with native wildflowers, 3) developing a slide program for presentations, 4) and developing a poster for display at refuge visitor center. In addition, the assistant will also assist with other refuge biological and recreation programs such as wildlife and habitat surveys, conduct public outreach programs such as nature walks. A stipend of \$2,500-3,000 is available and housing will be provided (located 1/2 mile from refuge headquarters). Please send letter of interest and resume with two references (must be received by 15 April 1997) to **Soch Lor, Iroquois National Wildlife Refuge, P.O. Box 517, 1101 Casey Road, Alabama, NY 14003.**

ASSISTANT/ASSOCIATE PROFESSOR. Nine-month, tenure-track position in Ecosystem-based Management/Landscape Ecology. Begin 1 September 1997. Ph.D. in an ecological discipline is required as is experience in the development and completion of interdisciplinary research to address multi-scale landscape management problems. Experience with resource assessment technologies, including GIS, is required. University-level teaching experience is highly preferred. Salary is commensurate with experience and qualifications. By 15 April send a letter of application stating personal teaching and research goals, official transcripts, curriculum vitae, reprints of appropriate published work, and names and addresses of 3 references to: **David B. Kittredge, Jr., Dept. of Forestry and Wildlife Management, University of Massachusetts, Amherst, MA 01003; 413/545-2943; FAX 413/545-4358; e-mail: dbk@forwild.umass.edu.** *The University of Massachusetts is an Affirmative Action/Equal Opportunity Employer.*

ASSISTANT/ASSOCIATE/FULL PROFESSOR, Natural Resource Management. Tenure eligible, fiscal year faculty appointment. Approx. 55% research and 45% teaching. Requires PhD in renewable natural resources management field with strong background in economics/management science. National recognition as a leading educator and researcher is required. Applications reviewed 1 May 1997 and until position filled. For more information, contact: **Wm. Shaw, SRNR, 325 BSE, Univ. of AZ 85721; 520/621-7265; wshaw@ag.arizona.edu.** *University of Arizona is an EEOAA/ADA Employer.*

ASSISTANT/ASSOCIATE PROFESSOR. Nine-month, tenure-track position in Forest Resources Management. Begin 1 September 1997. Ph.D. in natural resources management or related discipline is required, with at least one degree in forestry. Experience in research that assesses tradeoffs among economic, sociological, and ecological values, and a record of successful grant-writing and publication. experience in working with non-industrial private landowners and expertise in quantitative aspects of forest man-

agement decision-making is preferred, as is evidence of extra-mural grant success and university-level teaching experience. Salary is commensurate with experience and qualifications. By 21 April send a letter of application stating personal teaching and research goals, official transcripts, curriculum vitae, reprints of appropriate published work, and names and addresses of 3 references to: **Dr. Matthew Kelty, Chair, Search Committee, Dept. of Forestry and Wildlife Management, University of Massachusetts, Amherst, MA 01003-4210; 413/545-1799; FAX 413/545-4358; e-mail: kelty@forwild.umass.edu.** *The University of Massachusetts is an Affirmative Action/Equal Opportunity Employer.*

ASSISTANT PROFESSOR. Tenure-track. Ph.D in wildlife, conservation biology, or ecology with application in conservation. Will require excellent and innovative teaching and advisement of undergraduate wildlife conservation students. Teach wildlife management, wildlife techniques, and 2-3 existing or new courses including study trips. One course per term in first year. Summer and winter session optional. Maintain externally funded research program that includes mentoring M.S. and undergraduate students. Post-doctoral experience, and credential in any of the following, preferred: wetland ecology, quantitative aspects of conservation, wildlife conservation in mixed-use landscapes, restoration ecology, habitat classification, ecosystem management, field experience, and tropical experience. Start July 1. See <http://www.udel.edu> for details of the department and University of Delaware. Send cover letter, CV, transcripts, and 3 letters of recommendation to **R.R. Roth, Search Chair, Entomology and Applied Ecology, University of Delaware, Newark, DE 19717-1303. Deadline April 4, 1997.** *The University of Delaware is an Equal Opportunity Employer.*

BAT RESEARCH ASSISTANTS (2) stipend unknown at this time, housing included, June-August. LOCATION: Savannah River Site, Aiken, SC. QUAL: Should have some course work in wildlife management, ecology, or other related fields. Must be in good physical condition, be a US citizen, and be able to live in group housing. Should have good navigation skills. Preference given to those with field experience in: working with bats, provide proof of rabies shots or titer, mist-netting, radio telemetry, ability to ID southeastern vegetation, read/record on maps and aerial photographs, and use GPS equipment. DUTIES: Needed for research project on the effects of group selection silviculture on bat communities. All work will be done in bottomland areas. Applicants should expect to work nights under hot, humid, wet, and "buggy" conditions. Applicants should expect to work long hours daily. To apply send cover letter, resume or CV, and 2 letters of reference to: **Tim Carter or Alex Menzel, D. B. Warnell School of Forest Resources, University of Georgia, Athens, GA, 30602. 706/542-4280; E-mail: CC4454@owl.forestry.uga.edu OR MAM6648@owl.forestry.uga.edu** FILLING DATE: April 5, 1997.

BAT RESEARCH VOLUNTEER: housing provided, any length of time between June-August. LOCATION: Savannah River Site, Aiken, SC. QUAL: Must be in good physical condition, be a US citizen, and be able to live in group housing.

Applicants can expect to gain experience in: working with bats, mist-netting, radio telemetry, identifying southeastern vegetation, read/record on maps and aerial photographs, and use GPS equipment. DUTIES: Needed for research project on the effects of group selection silviculture on bat communities. All work will be done in bottomland areas. Applicants should expect to work nights under hot, humid, wet, and "buggy" conditions. To apply send cover letter to: **Tim Carter or Alex Menzel, D. B. Warnell School of Forest Resources, University of Georgia, Athens, GA, 30602. 706/542-4280; E-mail: TCC4454@owl.forestry.uga.edu OR MAM6648@owl.forestry.uga.edu.** FILLING DATE: JUNE 1, 1997.

BIOLOGICAL AIDE needed from 10 May - 31 August at the Iroquois National Wildlife Refuge in Alabama, NY. The intern will assist refuge staff with a number of wildlife and habitat surveys such as weekly waterfowl surveys, and waterfowl brood surveys, marsh bird and amphibian surveys, landbird surveys, assist with implementing the Prothonotary warbler and blue bird box programs, and assist with entering wildlife and vegetation information into databases. A stipend of \$1,600 is available and housing will be provided (located 1/2 mile from refuge headquarters). Please send letter of interest and resume with two references (must be received by 15 April 1997) to **Soch Lor, Iroquois National Wildlife Refuge, P.O. Box 517, 1101 Casey Road, Alabama, NY 14003.**

BIOLOGICAL TECHNICIANS (12-15) to conduct surveys for endangered species at Fort Benning, GA. Positions are GS-3 (\$15,820/yr.) and GS-4 (\$17,759/yr.) Biological Aid positions with the USFWS's Student Temporary Employment Program. Positions will last 3 to 6 months during the summer, depending on student availability. Preferred applicants will have knowledge of survey methodologies and prior field experience. Applicants must perform repetitive survey tasks, read maps, use a compass and be in reasonable physical condition. Applicants should complete a federal employment application and provide references, a recent transcript, and proof of current enrollment by April 30. Contact **Lee Andrews, Supervisory Fish and Wildlife Biologist, P.O. Box 52560, Fort Benning, GA 31995-5260.**

COASTAL WATERBIRD MONITORS/NATURALISTS (2) needed for the Sampson's Island Wildlife Sanctuary in Osterville/Cotuit, Cape Cod. Responsibilities include monitoring, protecting, and collecting data on nesting terns and piping plovers, leading nature walks in barrier beach and salt marsh habitats, and collecting fees from island visitors. Prior experience as a naturalist and handling a small boat is helpful. Assistants will be expected to work full-time in exchange for a weekly stipend of \$200. Housing may be available upon request. Positions go from mid May to early September. Please send resume and cover letter by April 15 to: **Scott Hecker, Massachusetts Audubon Society, Lincoln, MA 01773.**

COASTAL WATERBIRD INTERNS (Volunteer). 20 interns needed to assist the Massachusetts Audubon Society in its program to protect endangered coastal bird nesting areas on the South

Shore, Cape Cod, Buzzard's Bay, Nantucket, and Martha's Vineyard. Interns would work with other staff collecting data and carrying out protection activities. Internships range from eight to sixteen weeks. Interns will be expected to work a minimum of 32 hours per week. Housing may be available upon request. Internships available between April 1 and September 15. Please send a resume and cover letter by April 15 to: **Scott Hecker, Massachusetts Audubon Society, Lincoln, MA 01773.**

CONSERVATION SCIENTIST I-IV #W7100-087. Assists in planning, supervising, conducting, and evaluating the collection of research investigational data on wildlife species and habitat in the Panhandle Regulatory District. Assists landowners and land managers in formulating wildlife and habitat management recommendations on private lands. Disseminates information in support of TPWD programs to the general public through news releases, radio/television, interviews, program presentations and other public outreach and educational opportunities. Prepares technical reports, popular articles and professional journal publications. Assists with management, maintenance, research and habitat enhancement on Wildlife Management Areas and on TPWD public lands as assigned. Salary: \$2,121-\$3,064/month DOE. For more information contact: **Texas Parks and Wildlife Dept., Employment, Recruitment, and Retention Branch, 4200 Smith School Road, Austin, TX 78744; 512/389-4954 or 1/800/792-1112.**

CONSERVATION SCIENTIST VI #W7100-042. Works directly with public and private land managers in recommending and formulating wildlife management techniques, habitat enhancement practices, and appropriate harvest levels. Serves as the Trans-Pecos and Lower Rolling Plains Ecological Area coordinator in providing habitat enhancement and wildlife management plans and other activities on TPWD Public Lands. Expands and directs wildlife/habitat management training of Wildlife Division personnel. Coordinates and directs wildlife management related information for landowners, hunters, and the general public including videos, publications, clinics, seminars, media events, news releases, and popular articles. Salary: \$3,389/month. For more information contact: **Texas Parks and Wildlife Dept., Employment, Recruitment, and Retention Branch, 4200 Smith School Road, Austin, TX 78744; 512/389-4954 or 1/800/792-1112.**

CONSERVATION SCIENTIST I-IV (2) #WX71A121 and #7100-245. Plans and conducts wildlife surveys, analyzes survey data, writes progress reports, and formulates harvest regulation and population management recommendations based on data analysis. Assists landowners with habitat recommendations on private lands, presents programs and disseminates wildlife related information to peers and the general public. Responsible for public relations, public extension/education/input effort to involve private citizens and organizations in support of TPWD programs. Assists with management, research, and habitat enhancement on Wildlife Management Areas and TPWD public lands. Salary: \$2,121 - \$3,064/month DPO. For more information contact: **Texas Parks and Wildlife Dept., Employment, Recruitment, and Retention Branch, 4200**

Smith School Road, Austin, TX 78744; 512/389-4954 or 1/800/792-1112.

DIRECTOR. The Oregon Fish and Wildlife Commission is seeking outstanding candidates with exceptional qualifications to be considered for the Director of Oregon's Department of Fish and Wildlife. Salary up to \$76,332 annually plus benefits. Contact **Laura Trevizo as soon as possible for application packet at 503/378-3040.**

1997 Submission Deadlines for *The Wildlifer*

If you would like to submit a news item, a meeting announcement, or job opening for publication in *The Wildlifer*, they must be received by the deadlines listed below. Job openings should be 100 words or less. Editor reserves the right to edit all submissions. Send your news items to: **Yanin (Janine) M. Walker, Production Editor, The Wildlife Society, 5410 Grosvenor Lane, Bethesda, MD 20814; phone (301) 897-9770; FAX (301) 530-2471; E-mail: tws@wildlife.org.**

1997 Issue	Deadline
May-June	April 15, 1997
July-August	June 15, 1997
Sept.-Oct.	August 15, 1997
Nov.-Dec.	October 15, 1997

DIRECTOR OF DEVELOPMENT. Manomet Center for Conservation Sciences seeks a Director of Development to oversee fund-raising, marketing and publications for the Center. Manomet, a conservation research and coalition-building organization based in Plymouth, MA, works throughout the US; annual budget \$3.5 million, 55 staff. Seeking creative, experienced individual with strong strategic management skills; working knowledge of environmental issues a strong plus. Excellent salary and benefits. No calls please. Inquiries to: **"Development," Manomet Center, Box 17770, Manomet, MA 02345.**

ENVIRONMENTAL PROBLEM SOLVERS. We are looking for people who can understand an environmental problem from the economic, ecological, resource management, development, planning, social and political aspects. The School for Field Studies seeks educators to teach 32 students each semester and summer program how to become problem solvers. All positions are full time and residential. Teach in an interdisciplinary team (ecologist, resource manager, economist) in various locations: British Columbia- Coastal Forestry; Kenya - Wildlife Management; Costa Rica - Sustainable Development; Australia - Rainforest Studies; Baja, Mexico - Wetland Studies; and South Caicos, Caribbean - Marine Resource Management. If you have a Ph.D. (Masters with 4+ years of applied relevant experience can be substituted), at least 2 years teach-

ing at the college level, and a sincere desire to educate and lead motivated students, call **508/922-7200 ext. 304; FAX 508/927-5127, e-mail: sfshome@igc.apc.org, or send a detailed letter and resume to SFS, Box K, 16 Broadway, Beverly, MA 01915.**

FIELD ASSISTANT (1) needed for a field border study in southcentral Iowa. May 15 - August 15, 1997. Duties will include avian censusing, nest searching and monitoring, and vegetation characterization. Preference will be given to applicants with good audio/visual bird ID skills. Salary \$1280/month. Please send letter of interest, resume, transcript copy, and names and phone numbers of two references by April 15, 1997 to: **B. Tillman Sauls, Edith Angel Environmental Research Center, Rt. 2, Box 106A, Chariton, IA 50049.**

FIELD ASSISTANTS (2) needed mid May - 31 July for summer research of neotropical and resident songbirds in deciduous forests of Indiana. Field duties include nest searching, recording data, and some insect trapping and processing. Applicants must be willing to work independently under all weather conditions and have a genuine interest in field ornithology. Experience in nest searching and knowledge of midwestern plants is preferred. \$960/mo stipend; no housing provided. Please send resume, and 2 references with phone numbers by 7 April to **Brian MacGowan, Department Forestry and Natural Resources, Purdue University, West Lafayette, IN 47907-1159 (317-494-3599; email: bmacgowan@Forest1.fnr.purdue.edu).**

FIELD RESEARCH TECHNICIAN (1) needed for a study of grassland bird and mammal use of terraces in southwestern Iowa. May 15-August 15, 1997. Duties include censusing birds, nest searching and monitoring, placement and monitoring of artificial nests, monitoring mammal activity, and measuring vegetation. Applicants must have good bird identification skills. Mammal identification skills are desirable but not necessary. Salary \$1000/month. Send cover letter, resume, transcript copy, and the names and phone numbers of 2 references ASAP to: **Louis B. Best, 124 Science 2, Dept. of Animal Ecology, Iowa State Univ., Ames, IA, 50011; 515/294-7477; e-mail: lbbest@iastate.edu.**

FIELD RESEARCH TECHNICIANS (5-10) and CREW LEADERS (2-3) needed for possible wildlife toxicology study in agricultural fields in SE U.S., April/May through September. Anticipated tasks include avian censusing, mist-netting and banding, avian nest monitoring using videography, radio telemetry, carcass searching, and vegetation sampling/mapping. Previous field experience is preferred but not necessary, with the exception of avian work. Field experience in mist-netting, banding, and identifying SE region birds by sight and sound is required. Applicants must be physically fit and willing to work long hours under adverse field conditions (rain, heat, humidity, insects). Valid drivers license required. Send resume, detailed letter of interest (must include date available to begin work), and names, addresses and phone numbers of three references by 7 April to: **Larry Brewer, EBA, Inc., P.O. Box 2005, Sisters, OR, 97759-2005.**

FIELD RESEARCH TECHNICIANS (2) needed to study goshawk movements and habitat-use patterns in the Medicine-Bow Mountains, south central Wyoming. Duties include: trapping goshawks, radio tracking and measuring vegetation. Must work independently and as part of a team, experienced in wildlife telemetry, very physically fit (good hearing, able to pack heavy loads in mountains), orienteering skills, and interested in raptors. Extensive camping required. Must have good driving record and have graduated or are enrolled in an accredited college or university studying wildlife biology or related field. Prior field experience is required. Salary \$1200/month. Send, by April 12, cover letter, resume, 3 references and list of supervisors to: **John R. Squires, c/o Wyoming Cooperative Fish and Wildlife Research Unit, P.O. Box 3166 University Station, Laramie, WY 82071.**

FIELD RESEARCH TECHNICIANS- Avian Research Projects. Highly motivated undergraduate students (4-6) are being recruited to work on a variety of projects in eastern Tennessee related to the effects of forest management on songbird populations. All avian censusing positions require well-developed bird identification skills (sight and song recognition). Some positions may also require nest-searching and monitoring and vegetation identification and measurement. Students must be willing and physically capable of working under rugged mountainous field conditions. Positions will run from about May 1st (or when school gets out) through July 1st. Pay will be \$1000/month and includes lodging at the field site and a vehicle for work. Interested students should contact David Buehler at (423)974-8845 (phone), (423)974-4714 (fax) or dbuehler@utk.edu (e-mail) for more information. To apply send a letter of application, resume and copies of current transcripts to **David Buehler, PO Box 1071, University of Tennessee, Knoxville, TN 37901-1071.** Deadline for consideration will be April 15, 1997. *The University of Tennessee does not discriminate on the basis of race, sex, color, religion, natural origin, age, handicap, or veteran status in provision of educational opportunities or employment opportunities and benefits.*

GAP ANALYSIS COORDINATOR. Temporary (3.5 years) research associate to function as the coordinator of GAP Analysis Project in South Carolina. Selection criteria include: 1) understanding of basic concepts and techniques in analysis of landscape pattern and scale, 2) experience in remote sensing and GIS technology, 3) ability to manage resources effectively, 4) field experience in investigations of species/habitat relationships, 5) knowledge of the principles of plant community classification. Interested applicants should send a CV and names of 3 references to **Dr. David Otis, Unit Leader, South Carolina Cooperative Fish and Wildlife Research Unit, G27 Lehotsky Hall, Clemson University, Clemson, SC 29634; e-mail: daveo@clemson.auto.**

ORNITHOLOGIST with good communications skills to organize the Florida Audubon Society's Audubon Refuge Keepers (ARK) program in conduction with the 28 National Wildlife Refuges in Florida. Duties: Works with Audubon chapters

and trains chapter leaders to establish ARK groups. Works with refuge manager to identify needs of support for Florida's National Wildlife Refuges. Helps coordinate and initiate collaborative projects between ARK groups and wildlife refuges such as field surveys, development of a bird checklist for each refuge, educational programs, and field trips. Works to designate Important Bird Areas within Florida. Coordinates a Birding Hot Line, Watch List, Birdathons, Project Feederwatch for Florida. Send letter of interest to **Clay Henderson Florida Audubon Society 13 3 1 Palmetto Avenue Winter Park, Florida 32789 or e-mail to chenderon@audubon.org.**

PIPING PLOVER/TERN MONITORS (3) needed on Cape Cod, South Shore, Buzzard's Bay, Martha's Vineyard, and Nantucket to monitor, protect, and conduct research at tern and plover nesting sites. Applicants should have some experience identifying, monitoring, or protecting Piping Plovers or terns. Field activities include erecting signs and fences, collecting data on field forms, and talking to beach goers about the importance of protecting endangered species. These full-time assistantships start between April 15 and May 15 and end around August 15. Assistants will be expected to work full-time in exchange for a weekly stipend of \$200. Housing may be available upon request. Please send resume and cover letter by April 15 to **Scott Hecker, Massachusetts Audubon Society, Lincoln, MA 01773.**

PRESIDENT. RARE Center for Tropical Conservation seeks a president to lead the organization in its mission to promote the conservation of tropical wildlife programs for use by local and international organizations. The ideal candidate possesses a keen understanding and deep familiarity with international conservation issues, significant fund raising experience at the institutional and major donor levels, superior communication skills, considerable management experience, and proven ability to work with a geographically diverse volunteer board. Spanish fluency is desired. Send letter of applications with resume, salary history, and names of three references to: **President Search Committee, RARE Center for Tropical Conservation, 1616 Walnut Street, Suite 1010, Philadelphia, PA 19103. RARE Center is an equal opportunity employer.**

PROJECT LEADER (1), CREW LEADER (2+), AND FIELD TECHNICIANS (5) for possible Marbled Murrelet survey in SW Oregon, late April thru the end of August. Data to be collected include murrelet detections, behavioral observations and nesting activities. Project leader, crew leaders and field techs all must be certified for marbled murrelet surveys and have 1 year experience conducting murrelet surveys. Project leader must have at least a Bachelor's degree in wildlife biology or a related field. Applicants must be physically fit and willing to work long hours under adverse field conditions (rain, heat, rough terrain). Valid drivers license required. Send resume, detailed letter of interest (must include date available to begin work), and names, addresses and phone numbers of three references by 7 April to: **Susan Tank, VMA, Inc., P.O. Box 2005, Sisters, OR, 97759-2005.**

PROJECT LEADER (1), CREW LEADER (2+), AND FIELD TECHNICIANS (3+) for possible Del Norte salamander survey in SW Oregon, late October thru mid-December. Project leader must have at least a Bachelor's degree in wildlife biology or a related field, 1 year/season conducting amphibian surveys, or 3 seasons of specialized experience directly related to amphibian surveys equivalent to above requirements. Crew leader must have 1 year/season amphibian survey experience, plus training in amphibian survey techniques. Field technicians must have had training in amphibian survey techniques of 2 years/seasons survey experience. Applicants must be physically fit and willing to work long hours under adverse field conditions (rain, heat, rough terrain). Valid drivers license required. Send resume, detailed letter of interest (must include date available to begin work), and names, addresses and phone numbers of three references by 1 August to: **Susan Tank, WBA, Inc., P.O. Box 2005, Sisters, OR, 97759-2005.**

RUFFED GROUSE FIELD TECHNICIANS (2) needed 1 Aug. 1997 - 28 Feb. 1998 (7 months) for mortality and dispersal study in southeastern Ohio. Duties will include trapping, radio telemetry, vegetation sampling, data entry, etc. Applicants should have a strong work ethic, be able to work independently under adverse weather conditions, and be in excellent physical condition. A biology/wildlife background with radio telemetry experience strongly recommended. Housing, equipment, training, vehicle for field work, and monthly stipend (\$950/month) are provided. Send resume, cover letter, and names, addresses, and phone numbers (including email if possible) of 3 references by 1 June 1997 to **James Yoder, Department of Zoology, Ohio State University, 1735 Neil Ave., Columbus, OH 43210 (yoder.73@osu.edu).** Applicants are encouraged to apply early.

SEASONAL WILDLIFE TECHNICIANS (6) 750 hour positions, July 97 - Nov 97. Duties include capture, banding, and radio telemetry of woodcock as part of survival studies in Erie and Crawford counties of Pennsylvania. Experience in use of radio telemetry, ability and license to operate motor vehicles, and computer skills preferred. May be required to work long and irregular hours independently in the field. EO employer. \$6.00 per hour. Send letter of inquiry, resume and 3 references with telephone number by June 15 to: **John Dunn, Migratory Game Bird Section, Pennsylvania Game Commission, 911 Big Spring Road, Shippenburg, PA 17257.**

SUMMER EMPLOYMENT opportunities working with urban youth in National Capital Parks in Washington, DC area. Positions include: Project Leader, Environmental Education Coordinator, and Field Instructor(s). For information/application: **Student Conservation Association, 703/524-2441; e-mail: <gary@dc.sca-inc.org>**

VOLUNTEERS (2-4) needed to assist biologists and managers in biological and environmental education programs at Stillwater National Wildlife Refuge, a Great Basin wetland refuge in Fallon, NV. Volunteer duties may include shorebird surveys, waterfowl brood surveys, habitat surveys, environmental education presentations and tours, pan evaporation monitoring, and general maintenance.

nance. Volunteers needed from April thru Sept. A commitment of at least 3 month duration necessary. Housing and small stipend will be provided. Send a letter of interest, resume, and list of 3 references to Anita DeLong, U.S. Fish and Wildlife Service, P.O. Box 1236, Fallon, NV 89406; e-mail: ANITA_DELONG@mail.fws.gov. For more information call 702/423-5128.

WILDLIFE BIOLOGIST - Columbus, MO. Weyerhaeuser, an \$11.8 billion international forest products company, invites you to join us and discover what it's like to be employed at a company that was recently named one of the 100 best companies to work for in America. Requires Ph.D. in wildlife biology or related field and working knowledge of wildlife relationships in managed forests. Need demonstrated research capability, strong team orientation, ability to work with research/management personnel in private/public sectors, willingness to work under some difficult field conditions and be PC proficient. Desire biometrics and modelling skills, and GIS experience. Search #97-022. Send or e-mail resume/cover letter by April 11, with the Search # to: **Weyerhaeuser Company, Recruiting and Staffing, CCB 5D7, Tacoma, WA 98477; e-mail: resume@wdni.com.** *Weyerhaeuser is an Equal Opportunity Employer building a capable, committed, diverse workforce.* Please visit us weekly regarding current job opportunities at: www.weyerhaeuser.com.

WILDLIFE RESEARCH ASSISTANTS (1 technician and 3 volunteers) needed mid May - late Aug 97 to assist in study of bat maternity roosts in pinyon-juniper woodlands of central New Mexico. Duties will include mist netting of bats,

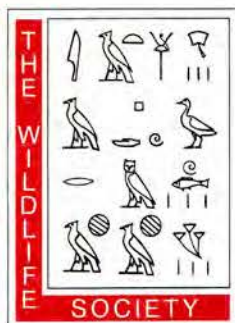
species identification, radiotelemetry, vegetation surveys, roost characterization and monitoring. **Technicians** should have significant radiotelemetry experience. Prior experience identifying bat species and supervising a crew also important and desirable. **Volunteers** should have some prior field experience and a biology/wildlife background (or genuine interest in bat ecology). Radiotelemetry experience is also helpful. All applicants must be able to work long hours independently in a hot, arid environment, carry a light to moderate load, navigate with map and compass, work day or night schedules, live in group housing, drive a standard shift and have a valid drivers license. Pre-rabies exposure vaccinations are required to handle bats. Technician salary (\$1500-\$1800/mo). Volunteers receive per diem. Housing is provided near study site (Magdalena, NM). Cover letter (indicate position applied for), resume, unofficial transcripts, and 3 references must be received by April 11, 1997 by: **Alice Chung-MacCoubrey, USFS, Rocky Mountain Experiment Station, 2205 Columbia SE, Albuquerque, NM 87106; e-mail: s=a.chung/ou1=S28L01A@mhs-fswa.attmail.com.**

■ GRADUATE RESEARCH ASSISTANTSHIPS

The Welder Wildlife Foundation is offering a new fellowship program for students pursuing a Master's degree related to conservation education. Students enrolled in a program in agriculture, wildlife, or any other environmental science or natural resource conservation field are eligible, provided that their research is in the area

of conservation education. Students in this program will be required to complete a thesis as well as a one-year internship at the Welder Wildlife Foundation. Applications will be accepted starting February 15, 1997. The deadline for applications is May 1, 1997. Please call for further information and indicate that you are seeking information on the **Conservation Education Fellowship**. Contact: **Selma Glasscock, Welder Wildlife Foundation, PO Box 1400, Sinton, TX 78387; 512/364-2643; FAX 512/364-2650; e-mail: welderwfw@aolcom.**

GRADUATE RESEARCH ASSISTANTSHIP for a M.S. candidate in Wildlife and Fisheries Science at the University of Tennessee. The research would focus on estimating the number of Louisiana black bears present on the Tensas River National Wildlife Refuge. Field work is not scheduled until Spring, 1998 but course work could begin sooner if desired. The study involves intensive trapping and marking of black bears in inaccessible habitats. Therefore, strong quantitative skills as well as substantial field experience will be of high priority. The candidate will be selected based upon GPA, GRE scores, field experience, and references. A graduate stipend of \$12,500/year which includes tuition will be provided. Housing also will be provided while conducting field work. Send resume, GRE scores, transcripts and a list of references to **Dr. Joseph D. Clark, Southern Appalachian Field Laboratory, Dept. of Forestry, Wildlife and Fisheries, University of Tennessee, Knoxville, TN 37901-1071; 423/874-0739; e-mail: jclark1@utk.edu.**



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