



THE WILDLIFER

September - October 1997

THE WILDLIFE SOCIETY
Excellence in Wildlife Stewardship Through Science and Education

Issue No. 284

Dues Increase Approved

Society members overwhelmingly approved the proposed \$13.00 increase in basic annual dues (\$7.00 for student members and \$4.00 for retired members) to take effect in 1998 for establishing a permanent editorial office and hiring a managing editor to maintain and improve The Wildlife Society's publications. As of 8 August 1997, the ballot return deadline, 3,536 members cast votes as follows: 2,511 votes for and 1,025 votes against the dues increase. Membership participation was excellent, one of the highest in several decades, with 38.8% of the members casting ballots.

Dues notices for 1998, incorporating the approved increase, will be mailed in late September and all members are urged to renew promptly. Early renewal will enable the Society this fall to begin establishing the editorial office and hire a managing editor for the Society's publications.

MANAGING EDITOR The Wildlife Society

The Wildlife Society invites qualified candidates to apply for the newly created position of Managing Editor in its Bethesda, Maryland, headquarters.

Primary Duties: Initial duties will be establishment of a permanent editorial office for The Wildlife Society (TWS) and overseeing production of the *Wildlife Society Bulletin*, a quarterly magazine-format publication of peer-refereed articles, peer-edited articles, features, and communications related to the wildlife profession and TWS. Incumbent will work closely with and assist the volunteer editor and associate editors with peer-refereed articles and development of themes for future issues and develop a network of volunteers to help identify timely management-oriented material; edit all non-peer refereed material; write editorials and issue introductions as needed; work closely with Society staff to identify emerging TWS and natural resource issues and schedule material to be published; oversee copy editing and proofreading;

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Nova Silvy Elected TWS Vice President

Nova J. Silvy, Professor, Department of Wildlife and Fisheries Sciences, Texas A&M University, has been elected Vice President of The Wildlife Society. Nova will become President in September 1999.

Two Section Representatives also were elected for three-year terms. **Robert J. Warren**, Professor of Wildlife Ecology and Management, School of Forest Resources, University of Georgia, will represent the Southeastern Section on The Wildlife Society Council. Bob will succeed David C. Guynn, Jr. **Robert D. Brown**, Head, Department of Wildlife and Fisheries Sciences, Texas A&M University, will represent members within the Southwest Section on Council. Bob will replace Phillip J. Zwank. The Ballot Validation Committee (Ronald R. Helinski and Edith R. Thompson) verified and counted the ballots on July 25, 1997.

The Wildlife Society thanks Wayne R. Porath, David C. Guynn, Jr., and Phillip J. Zwank for their willingness to run for office. We also would like to thank the many members who participated in the election by casting their ballots. Finally, The Wildlife Society expresses its appreciation to outgoing members of Council David Guynn, Phil Zwank, and Past President Rollin D. Sparrowe for their dedicated service.

Vice President Silvy and Section Representatives Warren and Brown will be installed during the Members Forum at the Fourth Annual Conference of The Wildlife Society in Snowmass Village, Colorado, on September 24, 1997.

IN THIS ISSUE

□ 1998 CONFERENCE CALL FOR PAPERS

WILDLIFE POLICY ACTIVITIES

Teaming With Wildlife Update

The Wildlife Society is encouraging businesses, environmental groups and Congress to join the Teaming With Wildlife (TWW) national coalition. The Wildlife Society chapter presidents in targeted states, recently sent letters to their senators and representatives to encourage their support of TWW. They are expressing opinions as residents of their states. Many are making appointments to discuss TWW with members of congress and their staff.

An announcement was posted on The Wildlife Society's internet listserver describing action needed during the summer congressional recess and providing background on TWW. The national Teaming With Wildlife Coalition, with over 2,100 endorsements, is working actively to ensure introduction of a bill this fall. Letters, phone calls, and personal contacts with elected officials, businesses, sportsmen, recreation groups and the media are spreading the word. Momentum in support of TWW is increasing on both the Washington, D.C. front and at the grassroots level. Immediate action will ensure that the Teaming With Wildlife initiative continues to advance. To show an organization's support for TWW, we have full color TWW posters available. Please contact TWS headquarters for details.

Jamie Rappaport Clark as Director of U.S. Fish and Wildlife Service

The U.S. Senate confirmed Jamie Rappaport Clark as the Director of the U.S. Fish and Wildlife Service at the U.S. Department of Interior on 31 July 1997. Clark of Leesburg, Virginia, formerly served as the Assistant Director of Ecological Services, U.S. Fish and Wildlife Service, a position she held since 1994. She was responsible for environmental contaminants, the Endangered Species Act, habitat restoration programs and wetlands protection. Clark has served with the U.S. Fish and Wildlife Service for over eight years as a Senior Staff Biologist and Chief of the Division of Endangered Species and as Deputy Assistant Regional Director for Endangered Species Permits. From 1988 to 1989, she was the Fish and Wildlife Administrator for the Department of the Army and from 1984 to 1988 she worked for the National Guard Bureau as the Natural/Cultural Resources Program Manager. She also has prior experience working as a Research Biologist for the U.S. Army Medical Research Institute and as a wildlife biologist for the National Institute for Urban Wildlife. Ms. Clark holds a B.S. in Wildlife Biology from Towson State University and a M.S. in Wildlife Ecology from the University of Maryland.

Clark's responsibilities as Director of the U.S. Fish and Wildlife Service will include protecting, conserving and enhancing fish and wildlife and their habitats. Currently the Fish and Wildlife Service manages approximately 511 national wildlife refuges, 65 fish hatcheries and 32 wetland districts, encompassing over 92 million acres of land. The Service also oversees the Endangered

Species Act and the Federal Aid program that distributes federal excise taxes to state fish and wildlife agencies.

The National Grasslands Management Act of 1997

Senators Dorgan (D-ND) and Conrad (D-ND) have introduced a bill called "The National Grasslands Management Act of 1997" (S.749). The stated purpose of this bill is to provide improved management of the Western United States rangelands. But the legislation would alter control over the National Grasslands, perpetuate insufficient grazing fees, and many feel it would reduce public involvement in public lands grazing decisions.

Presently, the U.S.D.A. Forest Service has authority over the National Grasslands. With the passage of S.749, control of these grasslands would be retained by the Secretary of Agriculture but outside of the Forest Service jurisdiction. If passed, S.749 will make livestock grazing, rather than a multiple use, the primary purpose of National Grasslands. Private livestock producers would have greater control over management practices, wildlife and their habitat, and outdoor recreation. Many in the wildlife community believe wildlife and fish would be overlooked in the management decisions affecting Grasslands.

Any new public lands grazing legislation should take an ecosystem approach to grassland management to ensure rangeland conservation to sustain wildlife diversity and productivity. Furthermore, effective livestock grazing management requires adequate monitoring and an adaptive management approach to continually improve range conditions.

In the House, Rep. Bob Smith (R-OR) expressed his intentions to introduce and pass a grazing bill this congress. He has said that his proposed bill would include a new grazing fee, patterned after the fee previously introduced in Senator Domenici's failed bill in the last congress. Representative Smith also intends to remove the National Grasslands from the National Forest System to facilitate livestock grazing. He also is concerned that non-ranchers have too much control in the decision-making process and are able to use this control to stop grazing and impede public land management.

Tongass National Forest Management Plan

Controversy over logging in Alaska's Tongass National Forest has returned to the spotlight. On 9 July 1997, the Senate Energy and Natural Resource Committee and the House Resources Committee heard testimony concerning a revised management plan for the Tongass National Forest. The plan would protect 92 percent of all old growth forest over the next ten years in the nation's largest forest. This management plan permits up to 267 million board feet (mmbf) per year to be harvested, or about 670,000 acres. This would reduce the "allowable sale quantity," ASQ, to about half of the 520 mmbf ASQ as permitted under the 1979 forest plan. The new plan has been criti-

PRESIDENT'S CORNER

Dilemma of Ethics

Membership in The Wildlife Society is open to everyone who believes they are a wildlife professional, are interested in wildlife management/research/conservation, and who "subscribe" to the Society's Code of Ethics. There are no membership standards other than the willingness to pay dues. Consequently, we are a Society of individuals with diverse education and work-related histories. This has worked quite well, but life is becoming more complex and our jobs and interests reflect this complexity. It also has become clear that the ethics of individual members are complex. Further, employers of wildlife professionals frequently have broad missions and differing agendas that they expect their employees to support. At times, wildlife professionals are faced with a dilemma: *should they follow their personal ethics, those of The Wildlife Society, those of their employer, or those of a broader "public"?*

Ethics can be simply defined as the standards of conduct or the code of morals usually relating to a particular group or profession. The Code of Ethics for TWS (Bylaws, Article II, Section I) have 7 points, all of which relate to integrity, conduct, performance, and competence. While I may believe this code to be clear, others may perceive it to be murky because the ethics of individuals, groups, agencies, and even The Wildlife Society are called into question with increasing frequency. Ethical issues may be raised about management proposals for goshawk, grizzly bears, or wildlife damage or broader policies of the National Park Service, U.S. Forest Service, or U.S. Fish and Wildlife Service. None of these issues is new and common sense suggests that ethical considerations should have been resolved long ago. My experience suggest that there may be individual and agency differences on ethical issues at anytime because individual value judgements often are involved.

How do we solve the differences in ethics among individuals, or between individuals and agencies? There may not be one correct answer but I believe resource sustainability must come first. This starts with maintaining soil productivity, managing habitat, and conserving wild animal populations. My experience also suggests that more and better communication is needed to resolve the differences among resource professionals, policy makers, and others interested in a particular issue. This communication should be direct and not always left to impersonal computer and fax messages. I firmly believe most ethical issues can be resolved by face to face meetings and personal phone discussions. We must do better in this arena or society and TWS will become mired in contentious indirect debates.



Clait E. Braun

As my term as president draws to a close, I note that this past year has been a growth period for myself as I have learned from you. I asked many of you to serve TWS in a variety of ways and you have responded enthusiastically. Quite a few of you volunteered without being asked, and I am grateful for the expertise you provided The Wildlife Society. To all that have been involved and who have helped me try to be effective, please accept my heartfelt thanks. This is a superb organization with talented members and staff. I am proud to have worked with you in our mutual endeavors.

Managing Editor...Continued from Front Page

secure typesetting and printing services and oversee production; coordinate advertising; develop annual budget; and supervise Production Editor. Subsequent duties also will include establishing a centralized process to receive, track, and secure reviews of all manuscripts submitted to The Wildlife Society for publication; establishing a process for electronic submissions of manuscripts; overseeing the production aspects (copy editing, proofreading, and publication) of *The Journal of Wildlife Management* (a peer-refereed quarterly scientific journal) and *Wildlife Monographs* (an irregular series of lengthy scientific papers); editing and producing Society newsletters; and evaluating, developing and producing other special books, publications, and brochures.

Qualifications: Excellent writing, editing, and word processing skills, experience with magazine or journal production, and strong background in renewable natural resource management with organizational skills and discipline to meet schedules. Desired qualifications include administrative and supervisory experience; proficiency in desktop publishing, layout and design, and copy editing; and diplomacy with volunteer editors, authors, contributors, and production vendors. **Starting Date:** Negotiable, but by early 1998. **Salary:** Negotiable, depending on qualifications and experience. **Application:** Send letter of application, complete resume, and list of 3 or more references to: Harry E. Hodgdon, Executive Director, TWS, 5410 Grosvenor Lane, Bethesda, MD 20814 no later than **1 December 1997**. *Applications will remain confidential.*

THE WILDLIFER

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Northwest Section: Wayne L. Regelin - Alaska Dept. of Fish and Game
Western Section: Richard Williams

NEW DIRECTIONS



TWS Council Wants to Hear Your Views

As part of The Wildlife Society's long-range planning process, Council is seeking the views of the membership on two pending issues: accommodating diverse professional interests in TWS and Teaming With Wildlife. The following issue papers will be discussed at the Members Forum during the Annual Conference in Snowmass Village, Colorado. TWS members not attending the conference are invited to send their comments to their section representative or TWS office.

Teaming With Wildlife

Teaming With Wildlife (TWW) is a natural investment that aims to raise \$350 million annually needed for state wildlife conservation, recreation and education programs. Teaming With Wildlife is modeled after the highly successful Wildlife (Pittman-Robertson) and Sport Fish (Wallop-Breaux) Restoration Funds. America's game species are thriving today because, 60 years ago, hunters established a user fee system on their equipment to fund conservation efforts. Teaming With Wildlife would place a minimal user fee on outdoor recreation equipment (such as binoculars, backpacks, canoes, feeders, field guides, camera equipment, birdseed, tents, mountain bikes, etc.) that would be dedicated to non-game wildlife. The money raised by small user fees (.25%-5%) on the manufacturers price of outdoor products will be used to enhance wildlife habitat and communities as well as increase outdoor recreational opportunities.

Momentum is increasing in support of TWW on both the Washington D.C. front and at the grassroots level. September 1997 is the tentative date for introducing a bill. Key potential sponsors have been identified in the U.S. House of Representatives and the Senate. This spring The Wildlife Society asked student members of the Society and others to write letters to their elected officials supporting TWW. Letters have been piling up in mailboxes on Capitol Hill, and politicians are paying attention. Hard work and dedication on the part of the wildlife community and others appears to be paying off.

Draft Teaming With Wildlife legislation was revised slightly this spring. The changes clarify the bill's intent to promote non-game wildlife conservation, recreation, and education. In June the second National Wildlife Diversity Conference was held in Austin, Texas. The conference was hosted by the International Association of Fish and Wildlife Agencies and was attended by biologists from across the country. The conference provided a boost for TWW; many of the participants focused on the possibilities of passing TWW this year.

The TWW national coalition has grown to over 2100 endorsements, the largest in conservation history. With all of the progress that has been made, the coalition is urgently seeking passage of a TWW bill. Even though many state coalitions are well organized, and TWS members are involved, many congressional delegations report few direct contacts. Letters, phone calls, and personal communication with elected officials, businesses, sportsmen, recreation groups and the media are needed to spread the word about TWW. A full color poster for TWW is available to

be displayed by businesses and organizations that endorse TWW. The time is now for wildlife professionals to ensure that TWW becomes law.

Wildlife professionals and the resource have much to gain with the passage of Teaming With Wildlife legislation. How can we as individuals help make it happen?

Accommodating Diverse Professional Interests in The Wildlife Society

Wildlife management is a complex enterprise involving many kinds of expertise. Historically, The Wildlife Society's membership services and programs have focused on those professionals with biological expertise and as a result our membership primarily is drawn from this area. If The Wildlife Society is truly to represent the wildlife profession in its entirety, we need to take a closer look at our membership services and programs to accommodate better the diverse professional interests and expertise encompassed by the profession.

Wildlife management has been described as the management of (a) *wildlife populations*, (b) *habitats*, and (c) *people's recreational interests in wildlife* for socially desirable objectives and outcomes. Experience has demonstrated that the interplay of these three elements of management attention requires expertise from multiple disciplines, drawn from the biological, physical, and social sciences (as well as the humanities when one considers the many aesthetic and ethical dimensions of wildlife management).

As the leading advocate of scientific wildlife management, TWS must champion wildlife management built on a comprehensive foundation of biological knowledge about wildlife and their habitats. However, that alone is not sufficient to accomplish enduring wildlife stewardship -- the goal of TWS. Other kinds of expertise also are required to accomplish this goal. Fortunately, people with diverse interests contribute to wildlife management.

Some of these disciplines and specializations are a far cry from the biological science roots of TWS, but we are fortunate that people with aptitude and commitment to wildlife management and conservation are drawn to the profession from such communities of interest. Although contributing to the profession, many are not participating in TWS. Reaching out to people in these other disciplines and specializations will require a readjustment of our membership services and programs. We must recognize,

Attention All Members

You will soon be receiving your 1998 dues renewal. Please pay particular attention to your billing. Billing is now done based on what you paid in the previous year. If you have moved, you may want to change your Section and Chapter affiliation.

however, that The Wildlife Society is in competition with other organizations for the allegiance of people involved in wildlife management -- biologists and nonbiologists. They will choose to participate in the professional organization(s) that best serves their needs and interests.

TWS needs to figure out ways to broaden more quickly from a "featured species" approach to a "community" approach with respect to its membership (i.e., from primarily biologists to the full range of expertise and interests that make up the wildlife management profession). By directing more of our energies to involving people with diverse professional backgrounds in The Wildlife Society, we not only legitimize their roles but strengthen TWS.

Currently we have some impediments. For example, our certification program only recognizes individuals working predominantly in the biological realm. TWS has no official mechanism to recognize the achievements of those with other areas of related expertise. This carries with it the implication that these other areas are not important to TWS.

The Wildlife Society has taken some steps to attract and recognize members with a broad range of interest and expertise. The TWS membership application form lists a variety of expertise and interest areas, an explicit attempt to characterize the wildlife management profession. The *Wildlife Society Bulletin's* new mission includes a commitment to publish articles of a broader content intended to appeal to a diverse professional audience. Working groups are another effort to accommodate and encourage communication and recognition for the various interest groups within the wildlife profession. The broad theme and open agenda for the annual conference provide opportunities for participation by all wildlife professionals. However, Council believes that more should be done.

We seek insights and suggestions from TWS members and nonmember professionals on overcoming real or perceived constraints to membership by any segment of the wildlife profession. We also ask for ideas for providing new membership benefits or better articulating existing benefits to accommodate the diverse professional expertise and interests found in the wildlife management profession.

How can The Wildlife Society better embrace the full scope of expertise found in the wildlife management profession?

POLICY....continued from Page 78

cized by the Alaska congressional delegation for failing to provide for sufficient logging to sustain the local economy.

According to the Forest Service, the provisions of this plan would protect old growth wildlife habitat and travel corridors. It would create a 1,000-foot buffer along certain streams and beaches to protect water quality and fish habitats. The Tongass is vital habitat for sensitive species such as the Queen Charlotte goshawk and the Alexander Archipelago wolf.

Some in the forest products industry believe the proposed ASQ is too low and predict that the plan will cause a 29 percent decrease in timber jobs. The Alaska delegation proclaimed it would support a minimum ASQ of 300 mmbf, which would be enough timber to support two companies wanting to do business in the area, the Sealaska Corp. and Louisiana Pacific Corp. (LPC).

A U.S. District Court is allowing the FWS until 31 August 1997 to reach a decision on whether to add the Queen Charlotte goshawk and the Alexander Archipelago wolf to the list of species protected by the Endangered Species Act. If the listings do occur, they are expected to trigger larger habitat protection requirements.

Forest Service Strategic Plan

The U.S. Forest Service has released a draft of their Government Performance and Results Act (GPRA) Strategic Plan. This plan that will set guidelines for the agency's long-range planning, budget development, policies and programs. The draft describes the Forest Service mission to achieve quality land management under sustainable multiple use management concepts to meet the diverse needs of the land and people. There are three goals that make up this strategic plan. The first goal of the U.S. Forest Service is to restore and protect ecosystems. The second goal defined in the plan is to provide multiple benefits for people within the capabilities of ecosystems. The third and final goal is to ensure organizational effectiveness. These three goals express the U.S. Forest Service mission for the next five years.

Cost-benefit assessments are still being gathered to determine the total funding needed to restore and protect ecosystems and to meet appropriate levels of demands, services and information. A scientifically based management system will change the management approach currently being implemented under the U.S. Forest Service. In testimony prepared for a 1 August 1997 hearing before House subcommittee on Forests and Forest Health Subcommittee, the General Accounting Office stated that the Forest Service is increasingly unable to avoid, resolve or mitigate conflicts among competing uses on national forests. With an increasing emphasis on conservation and ecosystem management, conflicts with the agency's historical emphasis on producing timber and other commodities likely will constrain future uses of the national forests, such as recreation. A final draft of the strategic plan is expected to be sent to the Congress by 30 September 1997.

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TWS BUFFALO '98

5th Annual Conference of The Wildlife Society

Buffalo, New York September 22-26, 1998

CALL FOR CONTRIBUTED PAPERS AND POSTERS

Deadline: February 10, 1998

The Wildlife Society will hold its 5th Annual Conference in Buffalo, New York, September 22-26, 1998. The meeting will include professional development workshops, symposia, and contributed papers and posters. We invite submission of technical papers and posters on topics of wildlife science, management, education, or policy within the broad theme of *Excellence in Wildlife Stewardship through Science and Education*. Presentations will not be published, so we encourage reports from the author's most recent scientific investigations and management experiences. Papers and posters should present results from *completed studies or completed phases of long-term projects only*. Papers and posters will be accepted based on their technical merit and contribution to our knowledge of species, populations, communities, ecological processes, management practices, education models, or policy issues. Limit: *one paper or poster per senior author*.

All oral contributed papers will be scheduled for 20 minutes, which includes 5 minutes for questions. *Only 2" x 2" slides will be allowed as presentation media*. No overhead or video presentations. We urge participants to consider presentation of their work as posters. Posters provide an opportunity for authors to participate in more detailed communication with attendees. Posters are displayed for a full day and authors are requested to attend their posters for a minimum of 2 hours. Posters will be displayed on boards 4' x 6' in size (or larger).

All paper and poster submissions must follow all deadlines and instructions given in this *Call for Papers and Posters*. The deadline for receipt of abstracts by the Program Chair is **February 10, 1998. NO EXCEPTIONS.** No fax or email submissions. Six copies of the abstract form and abstract, and one diskette copy must be submitted for review. Submissions of contributed papers and posters should be sent to the Program Chair at the address on opposite page. *Please, no telephone inquiries related to abstract submission or acceptance.* Direct all other inquiries to The Wildlife Society office at (301) 897-9770, fax: (301) 530-2471, email: tws@wildlife.org.

TWS Buffalo '98 Reminder!

**Workshop, Symposium, and
Special Poster Session Proposals
are Due October 15, 1997**

Proposals for workshops, symposia, and special poster sessions are invited for the 5th Annual Conference of The Wildlife Society in Buffalo, New York, September 22-26, 1998. Workshops, symposia, and special poster sessions should be technical in nature and focus on topics of wildlife science, management, education, or policy within the broad theme of *Excellence in Wildlife Stewardship through Science and Education*. Successful applicants are responsible for planning their sessions, selecting instructors/presenters, and soliciting and reviewing abstracts for presentations within their sessions. Instructions for proposal preparation and submission can be found in the July-August 1997 issue of *The Wildlifer*.



INSTRUCTIONS FOR PREPARING ABSTRACTS

Abstract Form and Abstract Format

1. The abstract must be submitted with the official *abstract form* (page 84) or a clean copy of the form. Provide all the information requested on the form. Make sure the contact person is the individual qualified to make decisions on the paper/poster.
2. Attach an abstract that is prepared according to the following requirements.
 - ✓ Use only printers with high quality output.
 - ✓ Single space and left justify all lines. Do not use hard returns. Do not hyphenate words at ends of lines.
 - ✓ At the top of the page, type the short title of the paper/poster (3-6 words) in **bold**, followed by the author name(s) (first name, middle initial, last name). Use both upper and lower case throughout.
 - ✓ Skip two lines before starting abstract citation.
 - ✓ Abstract citation must include name of author(s), title of paper/poster, and address of author(s). CAPITALIZE and **bold** all author names and use full first name and middle initial for all authors. With multiple addresses, place the initials of the corresponding author in parenthesis at the end of each address (see sample abstract).
 - ✓ Skip one line between citation and abstract text.
 - ✓ Abstract text should include a statement of objectives, principal results, and conclusions. Include scientific names in abstract text. The entire abstract, including citation, should be no longer than 300 words. See sample abstract.
 - ✓ Proper grammar, standard format, appearance, and scientific rigor will be considered in the review of abstracts. Any abstract not following submission guidelines will be rejected.

Accepted abstracts will be edited and provided to conference participants.

Diskette Format

1. Enclose a computer diskette copy of all information requested in item 2 above. Use only MS-DOS or Windows readable IBM formatted, double or high density 3.5" diskettes in WordPerfect, MS Word, or ASCII. Diskettes not in this format will result in rejection of the abstract.
2. Label diskette with author name(s), short title of paper/poster, and text format (WordPerfect, MS Word, or ASCII).

Submission of Abstracts

1. **Send six copies of the abstract form, six copies of the abstract, and one diskette copy to the Program Chair as follows:**
 - Jim Applegate
 - Dept. of Ecology, Evolution, and Natural Resources
 - Environmental and Natural Resource Sciences Bldg.
 - College Farm Road
 - Cook College/Rutgers University
 - New Brunswick, NJ 08903 USA
2. **Abstracts must be received by February 10, 1998.** Sorry, *late abstracts cannot be accepted.*
3. Authors (USA only) wanting confirmation of receipt of abstract must include a stamped, self-addressed postcard. The postcard should include author name(s) and short title of paper/poster.

NOTE: The **REGISTRATION AND PRELIMINARY PROGRAM** is mailed in late May to all members of The Wildlife Society. Please *include a pre-addressed mailing label for all non-member authors.*

The Wildlife Society 1998 Annual Conference
 Contributed Papers and Posters
ABSTRACT FORM

Tracking # _____
 (for TWS use)

Author Name(s): _____

Presentation Title: _____

Short Title (3-6 words): _____

Presentation type: Paper Poster Is this a student presentation?: Yes No

Contact Person: _____

Address: _____

Telephone: _____

FAX: _____

E-mail: _____

Key Words (2-4 words) _____

Subject: Assign your presentation to one of the following categories, if appropriate. If your presentation does not fit comfortably into one of these categories, check "other." The Program Committee will use key words to create additional categories as necessary.

- Ecology and Conservation of Birds
- Ecology and Conservation of Mammals
- Ecology and Conservation of Other Wildlife
- Conservation of Communities and Ecosystems
- Landscape Wildlife Ecology
- Wildlife Population Dynamics
- Population Estimation and Modelling
- Human Dimensions and Education
- Environmental Contaminants and Wildlife Diseases
- Wildlife Damage
- Other

SAMPLE ABSTRACT

Nocturnal field use by wintering woodcock. James B. Berdeen and David G. Kremetz.

BERDEEN, JAMES B., and DAVID G. KREMENTZ. Nocturnal field use by woodcock wintering in northcentral Georgia. Kootenai National Forest, Canoe Gulch Ranger Station, Libby, MT 59923 USA (JBB); U.S.G.S. Biological Resources Division, Warnell School of Forest Resources, University of Georgia, Athens, GA 30602 USA (DGK)

American woodcock (*Scolopax minor*) move from forest habitats to open habitats during the evening crepuscular period. Openings are thought to be used for feeding, courting, roosting, and avoiding predators. Because limited data is available regarding the use of fields at night on the wintering grounds, we examined the nocturnal habitat use patterns of woodcock in the Piedmont of Georgia (1994-95). Crepuscular flight surveys and radiotelemetry data were used to compare the use of fields of different sizes (<5.5 ha, 5.5-40.0 ha, >40.0 ha) and types (seedtree/clearcuts, hayfields, fallow/oldfields, and pastures). Fields ≥ 5.5 ha were used more frequently than those <5.5 ha. Seedtree/clearcuts were the most frequently used type of field, followed by fallow/oldfields, hayfields, and finally, pastures. Woodcock most frequently used fields with a high foliage volume at 0.8-2.0 m in height and a high percentage of bare soil. No significant difference in the frequency of nocturnal field use by sex or age class was detected. However, the distance moved between diurnal and nocturnal locations varied by sex. Females moved a mean distance of 230 m, and males 525 m. If managing habitats for woodcock is an objective, clearcuts should be created near preferred diurnal habitats.

REQUEST FOR SMALL GROUP MEETING
The Wildlife Society 5th Annual Conference
Buffalo, New York September 22-26, 1998

Deadline: February 10, 1998

This form should be used by TWS committees and working groups, organizations, agencies, and others interested in holding a meeting or social function in association with the conference. Space is limited. *Each group is responsible for any audio-visual or food and beverage expenses it incurs.* All meetings must be scheduled using this form. **Do not contact the hotel or convention center directly.**

Organization/Agency: _____

Type of Activity: meeting reception breakfast lunch dinner

MEETING ACCOMMODATIONS

Note: The technical program begins Tuesday at 1:20 p.m. and ends Saturday at 5:30 p.m. Small group meetings will not be scheduled Tuesday evening, Wednesday from 8:00 a.m. to 3:30 p.m., or Saturday evening. Wednesday late afternoon (beginning at 3:30 p.m.) and evening is reserved for TWS working group meetings. Other groups will not be scheduled during this time.

Preferred Date: Tues. 9/22 Wed. 9/23 Thurs. 9/24 Fri. 9/25 Sat. 9/26

Duration: _____ hrs. _____ mins. **Preferred Time:** _____ **Group Size:** _____

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

- rows of chairs only rows of chairs with tables discussion group (conference table/hollow square)
- seated meal/buffet reception (scattered round tables and chairs)

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

Audio-visual Needs: Note: You are responsible for all a.v. expenses. Details will be sent with your confirmation.

- slide projector/screen flip chart/easel overhead projector/screen tv/vcr
- microphone (not needed with most room sizes) other _____

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

PROGRAM INFORMATION

Please tell us how you want the meeting listed in the printed program.

Title of Event: _____

Do you want "by invitation only" printed in the program? no yes

Please do not list the meeting in the program.

CONTACT INFORMATION

Name: _____

Tel.: _____ **Fax:** _____ **Email:** _____

Address: _____

Send by February 10, 1998 to: Ed Kautz, NYSDEC Wildlife Resources Center, 108 Game Farm Rd., Delmar, NY 12054;
tel: (518) 478-3014; fax: (518) 478-3004; email: jekautz@gw.dec.state.ny.us



Did You Know?

Answers to Some of the Most Commonly Asked Questions About the Annual Conference

How is a particular city and facility chosen to host the conference?

The first step is to select a host chapter/section that is interested in and capable of organizing the conference. In any one year, bids may be invited from all chapters or only those in a certain geographic area. Our goal is to move the conference among our seven sections with the conference not returning to the same section more than once in every three or four years.

The meeting facility and city are selected after evaluation of competing proposals from within the geographic area of the host chapter. Primary concerns are:

- Size of meeting space and number of hotel rooms.*
- Dates: September is our preferred month.*
- Cost of meeting space and lodging.*
- Layout of the meeting space and proximity to hotels.*

Secondary concerns are: attractiveness of the city, airline access, cost of food, and local attractions (particularly outdoor activities).

What are the differences between using a hotel or a convention center for meeting space?

Generally, meeting space in a hotel is free *if* we use most or all of the hotel's sleeping rooms.

Unfortunately, most hotels don't have enough meeting space for our conference. In Cincinnati, we used the combined meeting space of two adjoining hotels. However, attendees found it difficult to move between sessions.

Beginning with the 1998 conference, we will use a convention center for our meeting space needs whenever a single hotel cannot accommodate us. Convention centers offer the convenience of locating all activities in one facility, but at a considerable cost. These costs will increase the registration fee.

Why do you ask us to stay in official conference hotels even though these may not be the cheapest options available?

If attendees stay in hotels not on the official conference list, we run the risk of not filling the block of sleeping rooms reserved for our use. When this happens, we may end up paying for the meeting space we use in the hotel, losing some other privileges, and paying "penalties."

Over 50% of our attendees are on government per diem allowances. Most hotels will not book anywhere near this many rooms at the government rate. Rather than provide the government rate to only a small portion of the attendees needing it, we have opted to get the lowest rate possible for *all* attendees.

We work hard to negotiate the best possible hotel rate for our conference and, with our size, we have considerable leverage. However, the hotel industry is in an upswing now and that means we are competing with other (often larger or wealthier) groups for available hotel rooms. Rest assured, even though the rate offered may not be the cheapest in town, it is a good deal for that hotel.

Smaller, less expensive hotels don't have the meeting space we may need and/or are not as close to the convention center. Our goal is to consolidate everyone in the fewest number of hotels close to the meeting space to eliminate the need for bussing attendees and to promote after-hours networking and socializing.

What are some of the other factors?

Smaller cities seem more attractive to our members in terms of access to the outdoors, but generally they don't have adequate meeting facilities. Most larger cities are very expensive for our members. Our best fit is mid-size cities.

We must sign contracts for meeting space and sleeping rooms three years prior to the conference to get the best dates and facilities. However, anticipating attendance three years in advance is difficult and makes the job of negotiating contracts a real challenge.

Who attends the conference?

Total Registration:	1994 - 1,524
	1995 - 2,094
	1996 - 1,092.

Professional Status: professionals - 67%; students - 25%; guests & exhibitors - 8%

TWS Membership: members - 69%; nonmembers - 23%; guests & exhibitors - 8%

Geography: From the same part of U.S. (East or West) as conference - 69%; other part of the U.S. - 27%; Canada - 3%; other international - 1%

How is the program divided between symposia/workshops vs. contributed papers/posters?

Our goal is to achieve a program that is about one-half symposia and workshops and one-half contributed papers and posters. The purpose of these targets is to be sure the program is open to both established and developing professionals, and to both long-term and preliminary findings. Symposia and workshops also give attendees an in depth look at a particular subject while contributed papers and posters provide a broad view of recent findings and ideas.

What portion of presenters are students?

About 40% of all *contributed* papers and posters are presented by students; very few students present in symposia or workshops.

Why are field trips sometimes cancelled?

Field trips generally are cancelled if the minimum attendance number is not reached by the specified reservation deadline. Typically this deadline is two to four weeks before the conference. Late and sometimes even on-site reservations may be made *if* the minimum number was reached by the deadline and *if* the maximum number has not yet been reached.

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. Ideally, the closing date for jobs should fall the month after the issue's date, or at the end of the second month (i.e. closing dates for jobs in the September-October issue should be in late October, or later). 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: yanin@wildlife.org

1997 Issue Nov.-Dec.	Deadline October 15, 1997
1998 Issue Jan.-Feb.	Deadline December 15, 1997
March-April	February 15, 1998
May-June	April 15, 1998
July-August	June 15, 1998
Sept.-Oct.	August 15, 1998
Nov.-Dec.	Sept. 15, 1998

POLICY...Continued from Page 81

National Wildlife Refuge System Improvement Act of 1997

The National Wildlife Refuge System Improvement Act of 1997, H.R. 1420, was passed by the U.S. House of Representatives on 3 June 1997. This legislation would enhance management of the National Wildlife Refuge System and strengthen planning procedures. Professional management of natural resources on the National Wildlife Refuge System is essential for the conservation of America's wildlife. The refuge system includes 92 million acres and 509 refuges among all 50 states. This land provides vital habitat for thousands of wildlife species. The Refuge System policy needs revision because it lacks a sound planning process and organic legislation to guide management. The Refuge System should sustain a national network of lands and waters for the conservation, management, and restoration of the fish and wildlife habitats and resources. The bill supported by The Wildlife Society, would provide for a solid planning process, promote fish and wildlife population restoration and give refuge managers the appropriate authority to make sound scientific decisions. The legislation awaits action in the Senate.

Cooperative Alliance for Refuge Enhancement

The Cooperative Alliance for Refuge Enhancement (CARE) is working to rejuvenate the National Wildlife Refuge System through increased funding for operation and maintenance needs. The National Wildlife Refuge System needs assistance to assure that the 1999 budget from the Department of Interior continues the momentum established in FY 1998 to improve the condition of refuges. Bi-partisan support was generated from a large number of House members who contacted Chairman Regula. And most importantly, Chairman Regula's Subcommittee approved appropriations for refuges with a \$42 million increase in FY 1998, exactly the amount suggested in the CARE restoration plan. The Wildlife Society is continuing its work with the CARE group to ensure adequate long-term funding for operations and maintenance of the Refuge System.

Farm Bill Update

Recently the House Appropriations Committee cut \$10 million from the Natural Resources Conservation Service (NRCS) Conservation Operations budget. The major cut from the previous year's Conservation Operations funding levels, along with increased salary costs and inflation, may result in 1,000 NRCS field employees losing their jobs in FY 1998 and a \$60 million cut in technical assistance funding if this level of funding is enacted. With these cuts certain areas throughout the country would lose the necessary technical assistance and support to implement the conservation programs of the 1996 Farm Act. These conservation programs created under the Farm Act are vital to improve wildlife habitat, improve and protect water quality, protect important farmland and control soil erosion. The Wildlife Society working with the Natural Resource Working Group, is urging the Senate to maintain the \$824 million appropriations needed by the NRCS for FY 1998.

18th Biennial Pronghorn Antelope Workshop FIRST CALL FOR PAPERS

Arizona Game and Fish Department is hosting the 18th Biennial Pronghorn Antelope Workshop on March 23-27, 1997, in Prescott, Arizona. The workshop provides an opportunity to bring together individuals from Canada, Mexico, and the United States to exchange and discuss information regarding pronghorn biology, research, and management. Technical sessions will follow state status reports. You are invited to submit an abstract of your work for the technical sessions or ideas for a workshop session. Papers may include original research, synthesis of knowledge, techniques, life history, education, and management strategies pertaining to pronghorn antelope. Abstract must follow Journal of Wildlife Management format (see Ratti and Ratti 1988, J. Wildl. Manage. 52(1, Suppl.)). Please send 3 copies and diskette version (WordPerfect 6.1 preferred, otherwise identify) with cover letter to: **Richard Ockenfels, Chair, 18th Biennial Pronghorn Antelope Workshop, P. O. Box 41716, Phoenix, AZ 85080-1716.** Deadline for submission is November 30, 1997. Bound abstracts will be distributed at the workshop.

TWS Updates E-mail System to More Efficiently Assist You

Each staff person now has their individual e-mail address. Below is a list of topics of interest and the e-mail address of the staff person to contact for information.

Advertising Information for WSB: yanin@wildlife.org

Annual Conference Information: lorraine@wildlife.org

Changes of Address: mary@wildlife.org

Internship Information: stephanie@wildlife.org

Mailing Labels: nathaniel@wildlife.org

Membership: mary@wildlife.org

North American Travel Grant: yanin@wildlife.org

Page Charges (JWM, Monographs, WSB) jane@wildlife.org

Professional Development Program: jane@wildlife.org

Publications: cj@wildlife.org

Sections, Chapters, and Working Groups:

lorraine@wildlife.org

Support for Conferences and Symposia: yanin@wildlife.org

The Wildlifer: yanin@wildlife.org

Web Page Suggestions: nathaniel@wildlife.org

Wildlife Biologist Certification Program: cj@wildlife.org

Wildlife Policy: intern@wildlife.org

Not Sure? tws@wildlife.org

Raptor Research Foundation 1997 Annual Meeting

The Raptor Research Foundation's annual meeting for 1997 will be held October 30th through November 1 in historic Savannah, Georgia at the Savannah Marriott Riverfront Hotel. In addition to the presentation of scientific papers on raptor ecology, the meeting will offer a special symposium, field trips, exhibits, plus films and videos. The special symposium is entitled "Status and Biology of Kites," and will be chaired by Brian Millsap and Kenneth Myer. For more information about the 1997 meeting, write, phone, fax or email: Continuing Education and Public Services, Georgia Southern University, P.O. Box 8124, Statesboro, Georgia, 30460; Phone: 912-681-5555; Fax: 912-681-0306; email: shein@gsvms2.cc.GaSoU.edu or meeden@gsvms2.cc.GaSou.edu.

Moose Newsletter and Video Now Available

The Moose Call: An official publication of the journal *ALCES*, this international newsletter is an outreach program initiated by the world's moose experts and intended to make the public and biologists "Moose Wise." Each issue contains an eclectic mix of subjects some of which have been white moose, the 'hump,' ethics, moose politics, questions commonly asked by the public and answers, and much, much more. The public are encouraged to voice an opinion of the issues. Subscriptions: \$20.00 Canadian/\$16.00 US, (minimum 2 copies/year), Editors: Dr. Vince Crichton and Gerry Redmond. Volume 6 - October 97. **Moose Close Up:** 45 minute VHS video. Join Canadian wildlife biologist, Dr. Vince Crichton in a fascinating close up look at the moose, a nomad of the boreal, mixed wood and hardwood forests. This story is one of readily understandable biology, features Vince wearing an artificial head as he follows moose studying their behavior, habitat usage, and relationship with other species. Great footage - some phenomenon not previously recorded. Narration: Lee Major. Price: \$29.50 plus \$4.50 (Canadian). PAL format: \$40.00 Canadian, includes shipping. Available from: **The Moose Call/Moose Close Up, V. Crichton, 1046 McIvor Avenue, Winnipeg, Manitoba, Canada R2G 2J9.**

1998 National Wild Turkey Federation Research Grants

The National Wild Turkey Federation has awarded over \$1.75 million in research grants to colleges, universities, state game agencies, and others engaged in wild turkey and related research. Projects are supported as determined by the availability of funds and by the recommendation of the NWTF Technical Committee to the NWTF Board of Directors for final approval in late February 1998. Preference will be given to projects which are cooperative efforts and/or where the NWTF research grants will be used as matching monies. The deadline for postmarking an original project proposal and 70 copies is October 31, 1997. For more detailed information and to request grant proposal forms contact: **James Earl Kennamer, VP for Conservation Programs, National Wild Turkey Federation, P.O. Box 530, Edgefield, SC 29824-0530; 803/637-3106 or FAX 803/637-0034.**

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

Natural Resources Communication Workshop Announced

The Natural Resources Communication Workshop, sponsored by the **Western Section TWS**, will be held at California State University, Chico from January 12-16, 1998. The week-long workshop is designed to help natural resource workers more effectively communicate with the general public through personal presentations using good visual aids—especially 35mm slides. Since many of the problems in natural resources management are people-oriented, more effective communication can significantly improve many management programs.

The hands-on workshop is practical-oriented and enhances participants' communication skills in planning, preparing, presenting, and evaluating presentations. A variety of topics are covered including selecting communication strategies for specific audiences, creating graphics, and handling equipment problems. A special session entitled "Verbal Victories" provides hints for handling difficult, or even hostile, audiences.

This year's workshop will be expanded to 5 full days (from the previous 4 1/2-day format). The new format will give participants more "hands-on" lab time for creating graphics, especially computer-generated graphics. As a special bonus, participants will receive a copy of "Effective Slide Presentations- A Practical Guide to More Powerful Presentations," a new book by the course instructor that will be published this fall.

The course instructor, Dr. Jon Hooper, is a Certified Wildlife Biologist and long-time member of The Wildlife Society. He holds degrees in environmental communication and wildlife ecology. Jon has taught communication workshops for more than 20 years in locations around the country.

The workshop has been sponsored by the Western Section of The Wildlife Society for 27 years. The deadline for applications is October 31, 1997; the course fee is \$595. For more information, contact **Dr. Jon K. Hooper, Dept. Recreation and Parks Management, Calif. State University, Chico, CA 95929-0560 or call (916) 898-5811.**

TWS Web Page Expanded and Updated

We have been busy updating and expanding our Web page. Check it out!

<http://www.wildlife.org/index.html>

Our Web page now has information on many TWS programs and activities. 1997 Annual conference information is available, with a link to the Snowmass home page. You will also find information on the North American Travel Grant, how to get financial support for conferences (Support of Conference and Symposia grants), a staff page, and many other useful topics.

Let's Link Up!

As part of this expansion we would like to provide links to the home pages of our Sections, Chapters, and Working Groups. If your subunit has a home page and you would like to have it linked, please e-mail your URL to nathaniel@wildlife.org.



Winifred B. Kessler, Professor and Chair of the Forestry Program at the University of Northern British Columbia, was named British Columbia's **Academic of the Year** by the Confederation of University Associations of BC. Dr. Kessler was recognized for her efforts in building an innovative program in natural resources management at Canada's newest university. Since its opening in August 1994, the program has grown to include over 500 students in 4 BSc majors (Forestry, Wildlife, Fisheries, and Resource Recreation) and the interdisciplinary MSc in Natural Resources Management. The award also recognized Dr. Kessler's contributions in developing a variety of integrated research and Management partnerships with government, industry, and communities of the north.



Robert J. Robel, professor of Environmental Biology at Kansas State University, Manhattan, Kansas, recently was named to the University of Idaho Hall of Fame as a Distinguished Alumni.



Angela Miller of the Ball State University Chapter received a Wildlife Student Award from TWS.



Congratulations and welcome to the new student chapter at **Utah State University Uintah Basin Branch Campus** (August 5, 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 87 for deadlines).

Lake Management

Are you responsible for the management or enhancement of recreational, water supply or aesthetic waterbodies? This popular two-day course will introduce you to lake ecology and explain the utility of common lake rehabilitation measures. Among the various topics that will be covered are algae and weed control, dredging, aeration, the use of alum and NJDEP permit requirements. This year's class will also include a hands-on aquatic plant identification workshop and an interactive, small group session where your solutions to lake management problems will be critiqued by the experts. Date: Jan. 9 & 10, 1998. Place: Cook College, New Brunswick, NJ. To register or receive additional information, please contact the **Cook College Office of Continuing Professional Education at 908/932-9271.**

Plant Identification Course

October 17-19, 1997. WETLAND RESOURCES is offering a field-oriented plant identification course that will emphasize dominant plant species found in wetlands, their adjacent uplands, and the transition zone between them. Students will visit a variety of habitat types and plant communities, collect and press plant specimens, learn to use field guides and manuals, and take home with them a plant collection for study purposes and future reference. Plant species that commonly occur throughout the southeast will be emphasized. This course will be held in Anniston, Alabama and class size is limited to 20 participants. For further information, contact Gene Todia, Wetland Resources, P.O. Box 2694, Daphne, AL 36526, (334) 928-6157.

Tropical Birding in Costa Rica

International Course: Introduction to Field Ornithology

The Tropical Science Center, Costa Rica, is offering intensive instruction in field identification of tropical birds down to the family level and, in the case of the Costa Rican avifauna, to the species level, which includes many of the neotropical resident species and even migratory species from temperate zones, as well. Complementary instruction on other topics leading to the understanding of groups of birds' role in the ecosystem will also be given. Dates: October 27 - November 8, 1997 and April 27 - May 9, 1998. Course will be taught in English. The course costs US \$1900 which includes: course fees, materials, lodging, meals, insurance, course-related transportation, farewell dinner, and certificate of participation. The course schedule includes 12 full days of academic activities. Thus, participants should secure one day to arrive and one day to depart. Airfare is not included.

Information on fellowship sources is available. Contact: **Dr. Humberto Jimenez, Saa/CCT.Apdo. 8-3870-1000, San Jose, Costa Rica; FAX 506/2534963; email: hjimenez@sol.racsa.co.cr; Website: <http://www.geocities.com.RainForest/9148>.**

Tropical Dendrology in Costa Rica

This course, offered by the Tropical Science Center, Costa Rica, uses a highly efficient methodology, developed by Dr. L.R. Holdridge and expanded upon by Dr. A. Gentry, that has been successfully applied for more than 30 years in Central and South America. The methodology uses field characteristics (leaves, twigs, bark, buttresses, odors, exudates, etc.) Three contrasting climatic environments will be visited: The Monteverde Cloud Forests, the Guanacaste Dry Forests, and the Atlantic Moist and Wet Forests. Dates: June 22 - July 4, 1998. Course will be taught in English. The course costs US \$1800 which includes: course fees, materials, lodging, meals, insurance, course-related transportation, farewell dinner, and certificate of participation. The course schedule includes 12 full days of academic activities. Thus, participants should secure one day to arrive and one day to depart. Airfare is not included. Information on fellowship sources is available. Contact: **Dr. Humberto Jimenez, Saa/CCT.Apdo. 8-3870-1000, San Jose, Costa Rica; FAX 506/2534963; email: hjimenez@sol.racsa.co.cr; Website: <http://www.geocities.com.RainForest/9148>.**

Symposium on Environmental, Economic and Legal Issues Related to Rangeland Water Developments

The Center for the Study of Law, Science and Technology at Arizona State University, in cooperation with state and federal environmental agencies and interested private organizations, announces a Symposium on Environmental, Economic and Legal Issues Related to Rangeland Water Developments, November 13-15, 1997. The primary purpose of the Symposium is to assemble, present, and publish information that will assist resource managers and interested members of the public in deciding whether, where, and under what circumstances to construct rangeland water developments, either for the management of livestock or for wildlife. Additionally, the Symposium will attempt to identify needs for further research related to these issues. The program is open to the public. For information about registration and any other questions, contact: **Rosalind Pearlman, Center for the Study of Law, Science and Technology, Mail Stop 7906, Arizona State University, Tempe, AZ 85287-7906; 602/965-2124; email: Rosalind.Pearlman@asu.edu.**

MEETINGS OF INTEREST



1997

- Oct 4-8 **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.)
- Oct 8-11 **27th North American Symposium of Bat Research**, Tucson, AZ. (Dr. Tom Griffiths, Dept. of Biology, Illinois Wesleyan University, Bloomington, IL 61702-2900; 309/556-3230; email: tgriff@titan.iwu.edu.)
- Oct 8-10 **Effects of Urbanization in the Sonoran Desert**, Phoenix Zoo, Phoenix, AZ. (Susan Watters, Univ. of Az Coop. Ext., 450 S. Haskell, Willcox, AZ 85643; (502)384-3594.)
- Oct 10-12 **1997 Inland Bird Banding Association Annual Meeting**, Camp Perry Clubhouse, Port Clinton, Ohio. (Julie Shieldcastle, Black Swamp Bird Observatory, P.O. Box 228, Oak Harbor, OH 43449; 419/898-4070.)
- Oct 16-19 **Eighth Eastern Wildlife Damage Management Conference**, Clarion Hotel, Roanoke, VA. (Jim Parkhurst, VA Tech 540/231-5573; or Martin Lowney, USDA APHIS-ADC 804/739-7739.)
- Oct 23-25 **Research and Management of Cowbirds in Eastern and Western Landscapes**, Red Lion Sacramento Inn, Sacramento, California. (Michael Morrison, Dept. of Biological Sciences, California State University, Sacramento, CA 95819; 209/267-1840; FAX 209/267-1840; e-mail trogon@pacbell.net; or Linnea Hall 916/278-6573; FAX 916/278-6993; e-mail lshall@saclink.csu.edu.)
- Nov 2-4 **Automated Sportsmans Data Systems Symposium** (Nov. 2 - 4) and U.S. Fish and Wildlife Service Harvest Information Program (HIP) Workshop (Nov. 5), Radisson Hotel City Centre, Indianapolis, IN. Sponsored by International Association of Fish and Wildlife Agencies and U.S. Fish and Wildlife Service. (Hannah Kirchner, Symposium Coordinator, P.O. Box 192, Amissville, VA 20106; 540-937-3737; fax: 540-937-8278; e-mail: hkirchner@summit.net.)
- Nov 2-5 **National Urban and Community Conservation Conference**, Adam's Mark Hotel, Columbus, OH. (NACD, Urban Conference, 9150 W. Jewell #102, Lakewood, CO 80232-6469.)
- Nov 12-15 **1997 International Conference of the Society for Ecological Restoration**, Ft. Lauderdale, FL. (Society for Ecological Restoration, 1207 Seminole Highway, Madison, WI 53711; 608/262-9547; FAX 608/265-8557; email: ser@vms2.macc.wisc.edu.)
- Dec 7-10 **59th Midwest Fish and Wildlife Conference**, Hyatt Regency Hotel and MECCA in Milwaukee, Wisconsin. (Gerald A. Bartelt, Wisconsin Dept. of Natural Resources, 1350 Femrite Drive, Monona, WI 53716; 608/221-6344; FAX 608/221-6353; e-mail: barteg@dnr.state.wi.us.)
- Feb 10-12 **International Conference on Wildlife Ecology and Transportation** (Addressing the solutions to transportation's impacts on wildlife), Sheraton Harbor Place Hotel, Ft. Myers, FL. (David L. Zeigler, Environmental Management Office., FL Dept. of Transportation, 605 Suwannee Street, MS-37, Tallahassee, FL 32399-0450; 850/922-7209; FAX 850/922-7217; email: david.zeigler@dot.state.fl.us.)
- Feb 18-20 **11th Annual Missouri Forest, Fish and Wildlife Conference** "Building Conservation Partnerships", Marriot's Tan-Tar-A Resort, Lake of the Ozarks, MO. (Mike Kreuse, MO Dept. of Conservation, 1110 S. College Ave., Columbia, MO 65201; 573/882-9880; FAX 573/882-4517; email: krusem@mail.conservation.statemo.us.)
- Mar 2-5 **18th Vertebrate Pest Conference**, Red Lion Hotel/ Orange County Airport, Costa Mesa, CA. (Rex O. Baker, Chair, Dept. of Horticulture / Plant and Soil Science, California State Polytechnic University, 3801 West Temple Ave., Pomona, CA 91768; (909) 869-2179/2214.) VPC Home Page: <http://www.davis.com/~vpc/council.html>; E-mail: vpc@davis.com
- Mar 20-24 **63rd North American Wildlife and Natural Resources Conference**, Omni Rosen Hotel, Orlando, Florida. (L.L. Williamson, Wildlife Management Institute, 1101 14th Street, N.W., Suite 801, Washington, DC 20005; 202/371-1808.)
- Mar 23-27 **18th Biennial Pronghorn Antelope Workshop**, Prescott Resort, Prescott, AZ. (Richard A. Ockenfels, Arizona Game and Fish Department, 2221 W. Greenway Road, Phoenix, AZ 85023; 602/789-3379; fax 602/789-3918; e-mail: rockenfels@gf.state.az.us)
- April 6-8 **Northwest Section of TWS Annual Meeting**, Cavanaugh's Inn at the Park, Spokane, WA. (Jim Batdorf 360/902-2599 or Laura Todd 503/231-6969.)
- April 7-9 **Annual Desert Bighorn Council Meeting**, Las Cruces, New Mexico. David Holdermann, White Sands Missile Range (505) 678-2641/Eric Rominger, NMDGF Bighorn Contractor(505) 992-8651 or 827-9917.
- April 15-17 **Team Wetlands: 101 Ways to Win the Game, 2nd American Wetlands Month Conference**, Hyatt Crystal City, Arlington, VA. (Terrene Institute, 4 Herbert Street, Arlington, VA 22305; 703/548-5473; terrinst@aol.com.)
- April 19-24 **11th International Conference on Bear Research and Management**, Park Vista Hotel, Gatlinburg, Tennessee, USA. (Michael R. Pelton, Univ. of Tennessee, Dept. of Forestry, Wildlife and Fisheries, P.O. Box 1071, Knoxville, TN 37901, USA; 423/974-7126; FAX 423/974-4714; e-mail: pelton@utkux.utcc.utk.edu.)

- June 30 - July 4 **4th International Deer Biology Congress**, Pannon Agricultural University, Kaposvar, Hungary. (Deer '98, KATKI-AGROKONTAKT Llc. Organizing Bureau, 2100 Godollo, Isaszegi ut POB 417, Hungary; Tel: +36-28-420-387; Fax +36-28-430-184; email: biszkup@deer98.kaposvar.pate.hu.)

1998

- Jan 27-28 **Working with Wetlands and Wildlife Workshop**, Sheraton Rancho Cordova Hotel, Sacramento, CA. (Wildlife Habitat Council, 1010 Wayne Avenue, Suite 920, Silver Spring, MD 20910; 301/588-8994.)
- Feb 9-13 **Western States Bat Working Group, Bat Conservation Workshop**, Peppermill Hotel Casino, Reno, NV. (Lyle Lewis BLM/IJSFS, 2620 Kimberly Rd., Twin Falls, ID 83301; 208/736-2368 or 208/373-3819;

POSITIONS AVAILABLE

ASSISTANT PROFESSOR for Wildlife Management. A 12-month, tenure-track, 100% appointment with the Tennessee Agricultural Extension Service. Available October 1, 1997. Ph.D. in natural resources or closely related field and at least one degree in wildlife management required. Develop and implement a comprehensive statewide wildlife management educational program for the Agricultural Extension Service; engage in scholarly activities related to Extension programs; develop wildlife programs in concert with agricultural programs on farms and private lands; provide leadership to the 4-H Wildlife Program; other activities as described in the Job Opportunity Announcement. The review process will continue until a suitable individual is identified. Job Opportunity Announcement and application forms available on request. Women and minorities are encouraged to apply. Send letter of application, resume, transcripts, and names, addresses, and phone number of four professorial references to: **Dr. George Hopper, Professor and Head, Dept. of Forestry, Wildlife and Fisheries, PO Box 1071, Knoxville, TN 37901-1071; 423/974-7988; FAX 423/974-4714; email: ghopper@utk.edu.** *The Agricultural Extension Service offers its program to all eligible persons regardless of race, color, national origin, sex, age or disability and is an Equal Opportunity Employer.*

ASSISTANT PROFESSOR of Wildlife Management. The nine month tenure track position requires a Ph.D. and is available January 5, 1988. The appointment is 100% teaching, with research and summer employment possible. Salary is commensurate with qualifications. to apply or receive further information contact: **Director of Personnel, Sul Ross University, Box C-13, Alpine, TX 79832; 915/837-8058; FAX 915/837-8244.** Review of applications will begin November 1, 1997 and continue until the position is filled. *EEO/AE. SRSU is a member of the Texas State University System.*

ASSISTANT UNIT LEADER-WILDLIFE. The South Carolina Cooperative Fish and Wildlife Research Unit will be conducting a search for a wildlife biologist or ecologist who will develop a strong research program and enhance the graduate program of Clemson University and the College of Agriculture, Forestry and Life Sciences. Research interests and capabilities of candidates should involve evaluation of effects of landscape level processes on wildlife communities, accomplished through projects that improve knowledge of habitat relationships and population biology of species of concern in important Southeastern U.S. communities such as longleaf pine, forested wetland, and Appalachian hardwoods. Preference will be given to candidates with knowledge of concepts and issues

relevant to contemporary topics such as ecological restoration or landscape ecology experience in application of GIS technology and spatial analysis, and the ability to convert knowledge acquired through the research process into management prescriptions for specific objectives. This is a GS-12 federal position with the U.S. Geological Survey/Biological Resources Division, and will be filled according to federal hiring procedures. Applicants must meet federal qualifications as a wildlife biologist or ecologist and satisfy the requirements for graduate faculty status at Clemson University. Questions about the application and search process can be directed to

For Sale

WSB Vols 3-6 (1975-78) and Vols 11-19 (1983-91), not bound, missing 19 (1). \$50 for entire set, plus shipping. **Gary Wiles, PO Box 24471, GMF, Guam 96921 USA; email: gwiles@ns.gu.**

JWM Vols 15-44 (1951-1980), soft bound. Missing Vol 17(4) & Vols 29, 34, 40, 41, 42 (all), Vol 43 (4), Vol 44 (1&4). Wildl. Mono. Nos 1-8 & 10-68. Offers accepted until October 21, 1997. Buyer pays shipping. **Kansas Chapter The Wildlife Society, c/o Mike McFadden, 1110 North 900 Road, Lawrence, KS 66047-9474.**

JWM, WSB, and Monographs, complete set from Vol. 1, No. 1 to date. \$1750 includes shipping. **C.R. Land, 566 Davidson Road, Victoria, TX 77905-2542; 512/578-2501.**

Dr. David L. Otis, Unit Leader, G27 Lehotsky Hall, Clemson University, Clemson, SC 29634. (DAVEO@CLEMSON.EDU)

BIOLOGICAL SCIENTIST III needed for Florida Game and Fresh Water Fish Commission's Wild Turkey Management Section. Duties include habitat assessments, providing technical assistance concerning management, research, ecology, and use of wild turkey resources to private landowners, public agencies and managers, and the general public, preparing and reviewing technical reports, program correspondence, implementing studies and using computer programs to manage and analyze data. Minimum qualifications are a B.S. and 2 years professional service, a M.S. and 1 year professional service, or a Doctorate degree in one of the biological sciences (wildlife management or

ecology preferred). Minorities are encouraged to apply. Applicants should send resume and State of Florida job application to: **Larry Perrin, Florida Game and Fresh Water Fish Commission, Rt. 7, Box 3055, Quincy, FL 32351; 850-627-9674.**

CONSERVATION INTERNSHIP. The National Fish and Wildlife Foundation (NFWF) is a private, nonprofit organization established by Congress to foster cooperative partnerships between the public and private sectors to conserve natural resources - fish, wildlife, and plants. Among its goals are habitat and ecosystem conservation, natural resource management, and environmental education. The scope of NFWF's work is local, regional, national, and international. Position: Conservation Intern. Hours: preferably 40 hours/week (can be flexible about hours, if necessary). Duration: preferably 3 - 6 months (with possibility for extension), but we can be flexible for those who are available for shorter periods of time. Compensation: Stipend and/or college credits and public transportation subsidy. Description: Outgoing individual to assist with NFWF's grant program, including developing contracts, managing databases, coordinating Congressional notification for grants, assisting with press releases, communicating with grantees, and aiding finance staff. Qualifications: excellent oral and written communication and organizational skills, strong computer skills, proficiency in WordPerfect, and familiarity with spreadsheets, knowledge of wildlife/natural resource issues preferred, ability to work independently in a busy environment, detail orientated. Please send or fax cover letter and resume to: **Jenny Pihonak, National Fish and Wildlife Foundation, 1120 Connecticut Avenue, NW, Suite 900, Washington, DC 20036; Fax 202-857-0162. No phone calls please.**

EDUCATOR/ADMINISTRATOR with a strong background (including research and teaching) in field based education, is needed to serve as director of the Center for Wildlife Management Studies. Supervise a Program Director, who will lead the faculty team as they teach case studies, an integrated curriculum addressing wildlife management in relationship with conservation, resource management, ecology and culture. Oversee spring and fall semester programs (32 students each) and two summer programs. Responsibilities include: supervision, community relations, fund raising, risk management, local recruiting, budgets, logistics and creation of long and short term goals for the center. Qualifications: Ph.D. in environmental education, ecology, resource management, planning or international development or Masters with 7+ years of applied experience; directly relevant teaching/research experience in a similar ecosystem; experience working and/or living in East Africa (Kenya experience highly preferred); and ability

to work under field conditions is important. Five years administrative experience in an equivalent or related position, three years teaching experience emphasizing curriculum integration and field experience are also essential. To apply send cv, and a detailed letter explaining skills and field/teaching experience to: **Trudy Cullen, SFS, 16 Broadway, Beverly, MA 01915; FAX 508/927-5127.**

ENDANGERED SPECIES BIOLOGIST (OPS). Duties: 75% Administrative work; 25% Field work. Assists with HCP preparation/permitting issues. Projects/Grant administration, database management, prepare PVA's. Maintains Official List of Protected Species in Florida and respond to requests for information regarding endangered and threatened species. Computer skills: Ability to use Window-based programs (Wordperfect, dBase, and ArcView). Ability to perform population viability analyses, habitat conservation plans, strong writing skills. Ability to communicate with the public, media, and other governmental agencies. Field work is required. Qualifications: B.S. in environmental field (biology, ecology, natural resources management, zoology, etc.) Preferred: Master's degree, course work/interest in endangered species. Salary: \$8.50/hr. Contact: **Tom H. Logan, Florida Game and Fresh Water Fish Commission, 620 South Meridian Street, Tallahassee, FL 32399-1600.**

FIELD ASSISTANT for on-going, long-term investigation of mule deer and predator relationships in the western Great Basin. Incumbent will conduct radio telemetry from the ground and air, retrieve prey items and associated samples, collect demographic data on mule deer, and assist with animal captures. Position is located at Bishop, in eastern California, and approximate dates of employment are 1 November 1997 - 15 May 1998. At a minimum, the successful applicant will hold a BS or BA degree in an appropriate discipline and have experience working under difficult field conditions, be in excellent physical condition, and love hard work more than almost anything in the world. Compensation package not yet finalized, but will be competitive with similar positions; possibility of housing at a reduced rate. Letters of application along with your CV by mail only to: **Dr. Vernon C. Bleich, California Department of Fish and Game, 407 W. Line St., Bishop, CA 93514; NO TELEPHONE INQUIRIES.** Vern will be present to discuss this opportunity with interested parties at the upcoming Annual Conference of TWS in Snowmass.

FIELD RESEARCH TECHNICIANS (2). Research activities will focus on surveys of southeastern Coastal Plain mammals and to a lesser extent, herptiles. Positions will be based at the University of Georgia, Athens, but two week field trips will be required monthly. When in the

field, housing will be provided. BS or MS in Ecology, Zoology, or Wildlife Biology required. Position will require experience with identification and trapping techniques of southeastern mammals and reptiles. Strong field and research skills preferred. Experience with radio telemetry strongly desired. Applicants must be prepared to work under extreme field conditions. Exceptional opportunities for independent and/or group research. A strong desire to publish a plus. Both positions are funded for two years. For specific information on these opportunities, and salary or stipend support, contact: **Dr. Joshua Laerm, Director, University of Georgia Mu-**

HELP US BUILD A BETTER LIBRARY

Do you have journal back issues or reference books on Natural Resources? Many staff members, undergraduate, master and doctorate students will be grateful at the Facultad de Ciencias Forestales, Linares, N.L. Mexico. If you can help us by donating books or journals, please contact **Oscar Ramirez, Librarian (oramirez@ccr.dsi.uanl.mx); FAX 821-2 42 51; Postal address: Apdo. Postal 136, Linares, N.L. 67 700 Mexico**

seum of Natural History, Athens, GA 30602; 706-542-1663; laerm@museum.nhm.uga.edu.

FIELD TECHNICIAN. Technician need to measure and sample vegetation on study sites in NW Minnesota, January-May 1998. This work is part of a research project on moose population dynamics. Duties will include vegetation sampling (90%) and development of GIS databases (10%). Pay will be \$800-900 per month. Driver's license, willingness and ability to drive off-road vehicles, orienteer, and work alone under cold conditions are required. Please send letter of inquiry and CV with 3 references to: **Eric Cox, Dept. Fish and Wildlife, University of Idaho, Moscow, ID 84844.**

MARINE ECOSYSTEM SCIENTIST. The Center for Marine Conservation (CMC) is pleased to announce the availability of a position for a marine ecosystem scientist in our Washington, DC headquarters. Established in 1972, CMC is a non-profit committed to protecting ocean environments and conserving the global abundance and diversity of marine life. Through science-based advocacy, research and public education, CMC promotes informed citizen participation to reverse the degradation of our oceans.

CMC has additional offices in Virginia, Florida, and California. The ecosystem scientist contributes to the development and implementation of CMC's programs and policies to protect marine ecosystems, improve water quality, and strengthen marine protected areas, utilizing the best available science. The successful applicant will conduct research, perform analyses, author papers, disseminate information, advocate science-based policies, and represent CMC to the media, government, and science and technical groups on these issues. Specific Responsibilities: Provides leadership within CMC and to the broader conservation community by researching, writing, and disseminating proceedings from scientific workshop(s) and other scientific policy papers related to marine water quality and ecosystem protection. Identifies emerging issues in these areas for formulation of policies which address identified issues. Serves as scientific advisor within CMC by providing scientific expertise and analysis on land-based sources of marine pollution, protected areas and ecosystems. Serves as a CMC spokesperson to the media, government, science and technical groups relevant to these areas of expertise. Serves as CMC's advocate by preparing testimony based on policy and scientific review for delivery to relevant audiences. Works with the development and finance departments to develop funding proposals, reports to funders, and all applicable administrative matters. Qualifications: The ideal candidate would have a PhD in marine ecology, water chemistry or similar field; proven ability to publish relevant scientific and policy papers; in-depth knowledge of marine ecosystem protection, protected areas, point and non-point source pollution, pollution impacts, wastewater treatment, the Clean Water Act; and several years marine conservation experience. CMC is a non-profit committed to protecting ocean environments and conserving marine life. Send cover letter and resume to: **CMC, Attn: Sharon Tryon, 1725 DeSales St., NW, Suite 600, Washington, DC 20036. NO PHONE CALLS PLEASE. EOE.**

NATIONAL SHOREBIRD CONSERVATION PLAN COORDINATOR responsible for planning, organizing and coordinating the design and development of a National Shorebird Conservation Plan for the U.S. The coordinator will work at the Western Hemisphere Shorebird Reserve Network Secretariat in Manomet, MA. Requires at least a BS, MS, or equivalent degree or experience in natural resource policy, conservation or wildlife biology, or related field. A demonstrably strong capability in planning, organizing, and coordinating multiple tasks in collaboration with diverse stakeholders is required; the coordinator should have a working background in conservation and habitat management practices as well as knowledge of wetlands and wildlife management issues and of the state, regional, and federal agencies involved. A will-

ingness to travel, facilitate meetings, develop consensus, and document complex results will be required. Salary commensurate with experience and qualifications up to \$40,000 plus comprehensive benefits package. Please submit a resume, names and addresses of 3 professional references, and a cover letter explaining relevant capabilities and availability for this position to **Mary Doherty, Human Resources, Manomet Center for Conservation Sciences, P.O. Box 1770, Manomet, MA 02345 or fax: 508/224-9220.**

NATURAL RESOURCE MANAGER. Responsible for managing Middle Patuxent Environmental Area (MPEA), an undeveloped 700 plus acre with diverse wildlife habitat in suburban setting. Tasks: analyze site and determine appropriate management strategies to ensure habitat diversity and maximize educational opportunities; develop master plan; supervise management activities. Experience required: demonstrated knowledge & experience in natural resources management, data collection and analysis, problem solving, communication and people skills. Initial 1 yr. contract; salary commensurate with experience. Send resume and related materials to **MPEA, P.O. Box 1429, Columbia, MD 21044.** Deadline for submission: November 1, 1997.

PROJECT COORDINATOR AND ASSISTANT DIRECTOR. Person in this position will work closely with the Museum Director coordinating technical research contracts, maintaining data bases and field records, supervising undergraduate interns, assuming routine office duties. In addition, the applicant will be required to work closely with curatorial staff, graduate students, and state and federal agencies. Person must possess solid verbal and written communication skill, and be able to work well with others. Familiarity with Macintosh computer systems and software, particularly Excel spreadsheets, a must. Some travel required. Opportunities available to participate in field contract services. This is a permanent position. For specific information on these opportunities, and salary or stipend support, contact: **Dr. Joshua Laerm, Director, University of Georgia Museum of Natural History, Athens, GA 30602; 706-542-1663; laerm@museum.nhm.uga.edu.**

PROJECT COORDINATOR/TECHNICAL WRITER for Web Site Development: The Museum of Natural History is preparing a web site on the vertebrates of Georgia. The responsibilities of the Project coordinator will be to write species accounts and organize materials for incorporation onto the web site. Person will work closely with computer and design staff but will not be responsible for the development of the web site. Person must have strong writing skills and familiarity with southeastern vertebrates. This is a one year position. For specific

information on these opportunities, and salary or stipend support, contact: **Dr. Joshua Laerm, Director, University of Georgia Museum of Natural History, Athens, GA 30602; 706-542-1663; laerm@museum.nhm.uga.edu**

RESEARCH ASSISTANT I. Must hold a M.S./Ph.D. degree in wildlife ecology, natural resources management, environmental sciences, landscape ecology, or closely related field. Should have experience and capabilities in the following: developing, maintaining, and manipulating Geographic Information Systems; system administration (UNIX, PC, and NT platforms); experimental design and statistical analyses; SAS programming; scientific writing; Global Positioning Systems; wildlife capture, radio-marking and monitoring; avian population monitoring. Please submit by October 1, 1997, a copy of transcripts, curriculum vitae, and the names and phone numbers of (3) professional references to **Dr. L. Wes Burger, Box 9690, Department of Wildlife & Fisheries, Mississippi State, MS 39762.** *MSU is an AA/EEO employer.*

RESEARCH ASSISTANTS (2-3) to study the reproductive biology of bald eagles on Santa Catalina Island, CA (Jan/Feb - 15 July 1998). Duties: quantify behavior of bald eagles at nests, monitor non-breeding bald eagle activities, and assist with visits to nests to band chicks, and collect blood samples and prey remains. The job entails camping alone for long periods (usually 5 nights) in remote locations with only moderate conveniences, and involves hiking and driving in steep, rugged terrain. B.S. in Wildlife Biology or related field. Salary: 1,750/mo. plus housing and access to vehicles while on the island. Send cover letter, resume, and names and phone numbers of 3 references by 30 October to: **Peter Sharpe, Institute for Wildlife Studies, P.O. Box 2500, Avalon, CA 90704.**

RESEARCH INTERNSHIPS available during spring - summer 1998 (5-6 positions starting April 6 for 20 weeks each). Interns assist with Neotropical Migratory Bird Study on Atlantic Coastal Barrier Islands and obtain hands-on training and experience. Interns will learn techniques for bird capture and census, aural identification of birds, nest searching and monitoring, vegetation surveying, bird color banding/resighting, field data management, GPS, and radio telemetry. Interns must enjoy working outdoors in hot and humid weather and be tolerant of poisonous snakes, insects, and ticks. Lodging, equipment, transportation to islands from Athens, GA, and \$80/wk honoraria are provided. Study sites: Sapelo Island and St. Catherine's Island, GA. Send resume; transcript; & name, address and telephone number of 3 references by January 16, 1998 to **Dr. J. Michael Meyers, Patuxent Wildlife Research Center, USGS-Biological Resources Division, Warnell School of Forest Resources, The University**

of Georgia, Athens, GA 30602-2152; email Joe_Meyers@nbs.gov for more information.

SHOREBIRD RESEARCH ASSISTANTSHIP: Post-doctoral. Will provide scientific and technical support to the Senior Scientist for the National Shorebird Conservation Plan and the western hemisphere Shorebird Reserve Network (WHSRN). Principal areas of responsibility will be in monitoring of shorebird populations (International Shorebird Survey) and habitat management. Specific tasks will include compiling and analyzing field data, preparing recommendations for the Shorebird Plan working groups, collaborating with WHSRN staff in project development and implementation. Requires a doctoral degree in ecology, wildlife biology and management, conservation biology, or related fields; sound background in field biology, conservation, biometrics, research design and implementation, avian biology and wetlands ecology. Creativity, initiative, and the ability to work cooperatively within a team will be essential. Skills in data analysis/statistics, natural resources management, written communications, and computer software (Dbase, SAS, GIS, etc.) will be desirable. Salary commensurate with experience and qualifications up to \$30,000 plus a comprehensive benefits package. Submit a resume, names and addresses of 3 professional references, and a cover letter explaining relevant capabilities and availability to: **Mary Doherty, Human Resources, Manomet Center for Conservation Sciences, P.O. Box 1770, Manomet, MA 02345 or fax: 508/224-9220.**

TEMPORARY CONTRACT FIELD POSITIONS (8). The North Carolina Wildlife Resources Commission (NCWRC) Small Game Program will contract with 6 individuals to provide temporary assistance during the 1998 field season (January through June). The 6 contractors will work on a cooperative study between NCWRC and North Carolina State University (NCSU) addressing the effects of mammalian nest predation and field borders on productivity of bobwhite quail and grassland songbirds. Two (2) contractors will be stationed in each of 3 counties (Hyde, Tyrrell, and Wilson, North Carolina). NCSU will contract with 2 additional individuals to work on the Amelia, Virginia study area. Contractors will work from approximately January 12 - June 12, 1998. Duties will include 2 weeks of preliminary training followed by approximately 17 days of mammal trapping and 6 days of artificial nest surveys or other wildlife surveys each 31 day period. Contractors will also be required to procure supplies (paid for by project funds) and handle equipment maintenance and repairs as necessary. Contractors may be required to write reports described in individual contracts. Contractors will receive approximately 8 days off during each 31 day period. Contractors will be assigned to study areas by NCWRC after selection. NCWRC and Virginia Depart-

ment of Game and Inland Fisheries (VDGIF) will provide vehicles in North Carolina and Virginia, respectively. NCWRC will provide equipment in both states. NCSU and VDGIF will provide housing in North Carolina and Virginia, respectively. Pay for the contracts will be between \$7367 and \$8367 depending on experience and specific duties described in contracts. Contractors will be paid monthly starting February 15. Federal, State, and Social Security taxes will be deducted by the NCWRC. Qualifications: A 4 year degree in wildlife management or a related field is preferred. A minimum of 2 years of course work in wildlife management and a valid driver's license are required. The ability and desire to work independently under tough field conditions (cold, heat, wet) and communicate and interact with landowners are required. Skills important for the position include the ability to identify mid-sized mammals, animal tracks, scat, and songbirds. Mammal trapping and survey experience are preferred but not required. Send a detailed cover letter explaining why you want to work for us, detailed resume or curriculum vitae, transcripts of all college work, and a list of 3 professional references to: **Mark Jones, Assistant Small Game Project Leader (NCWRC), P.O. Box 1231, Bridgeton, NC 28519-1231; JonesMD@mail.wildlife.state.nc.us or 919-244-0668. Please use E-Mail if available. Application materials must be received by October 3 to be considered. Interviews will be required in Raleigh, NC on October 27 or 28.**

VOLUNTEERS. Full-time volunteer (2) openings available immediately on a moose survival project in NW Minnesota. Duties will include radio-tracking moose, collection of feces and urine, participating in necropsies, and data maintenance. Three month minimum commitment, driver's license, and willingness to work long hours under cold conditions are required. Housing and food stipend will be provided. Send a resume and letter of inquiry to: **Eric Cox, Dept. Fish and Wildlife Resources, University of Idaho, Moscow, ID 83844.**

VOLUNTEER FIELD BIOLOGISTS needed to assess the response of terrestrial vertebrates to prescribed burning in oak woodland. One field assistant needed approximately 13 October to 15 November 1997 to assist with live-trapping small mammals and vegetation sampling. Two field assistants needed 1 February through 1 May 1998 to census songbird populations by point count and record observations of amphibians and reptiles. Use of personal vehicle (4-wheel drive helpful) may be required for songbird biologists. Mileage will be reimbursed. Preference will be given to persons with experience identifying songbirds by sight and sound. Degree in wildlife biology preferred but not required. Physical capability for rigorous field work and good work ethic is necessary. Exposure to poison oak

guaranteed. Assistance locating housing will be provided. Field biologists must provide their own transportation to and from work site. Contact: **William Tietje, UCCE, 2156 Sierra Way, Suite, San Luis Obispo, CA 93401; 805-781-5938 (voice); wdietje@ucdavis.edu.**

WATERFOWL BIOLOGIST at the Hampton Waterfowl Research Center near Stuttgart, AR. Responsible for coordination of all migratory game bird population management activities including regulations, bird and hunter surveys, trapping, banding, permits, data management, budgeting, and other duties. Assists and cooperates integrally with the Wetlands Coordinator in the strategic planning of the division's Waterfowl Program and in Mississippi Flyway Council Technical Section responsibilities; will assume role of Technical Section Representative. Serves as division's Webless Migratory Game Bird Program Leader. Must have knowledge of the ecology and management techniques of ducks, geese, swans, webless migratory game birds, and willingness to conduct multiple aerial waterfowl surveys each year. Must be comfortable discussing hunting opportunities with the public. Must be proficient with a variety of computer software applications including Microsoft Office. Bachelor's degree in biology, zoology, or related field plus three years of experience in wildlife management including one year in a leadership capacity is required. Master's degree desirable. Salary range: \$25,054-\$46,428; starting salary based on applicant's qualifications. Apply using an official Commission application, resume, etc. by October 18, 1997 to: **Arkansas Game & Fish Commission, Attn: Human Resources, #2 Natural Resources Drive, Little Rock, AR 72205 (501\223-6317).**

WILDLIFE BIOLOGIST needed immediately to conduct professional wildlife management duties. Professional duties include coordinating wildlife management research; monitoring endangered, threatened, or special concern species; conducting population/movement analysis and mitigation; performing data collection and analysis; evaluating human dimension component; providing public information relating to position speciality. The ideal candidate will have a working knowledge of conservation biology principles, especially as they apply to wildlife ecology and management. A detailed knowledge of natural resource management, radio telemetry, GIS/GPS applications is required. Must work effectively with the public. A M.S. degree in wildlife management or closely related field, and two years experience are preferred. \$2576/month and benefits. Contact: **Michael Sanders, Senior Resource Specialist, 303-441-3952** for information, or submit a resume and cover letter to **Boulder County Human Resource Dept., P.O. Box 471, Boulder, Colorado, 80306, 303-441-3508.** Closing date: October 3, 1997.

WILDLIFE BIOLOGIST/NATURAL RESOURCE SPECIALIST. Biological and policy advisor for Rocky Mountain regional conservation programs including grizzly bear reintroduction and recovery, forest carnivore conservation, and federal land ecosystem management planning processes. Participant in various collaborative decision-making processes on public lands. Minimum education and experience required: M.S. in wildlife biology, environmental studies, or natural resource management required, Ph.D. desirable. Proven skills in writing/editing, communication, grant writing, and library research; sensitivity to public relations. Send resume, writing samples, and references by October 3 to: **Carol Alette, National Wildlife Federation, Northern Rockies Project Office, 240 North Higgins, Missoula, MT 59802; 406-721-6705. EOE.**

WILDLIFE RESEARCH TECHNICIAN needed for research project on cougar-mule deer interactions in northern Utah. Duties may include live capture and radio-tracking of cougars and mule deer, track counts for cougars and other carnivores, data entry, and care and maintenance of field equipment. One position available January 1 - March 7, 1998. Housing, equipment, training, and a \$450 monthly stipend provided. Applicants must provide own transportation to/from Salt Lake City. Qualifications: upper-classman in Wildlife Biology or related field, must be in excellent health and able to work long hours under extreme conditions. Strong commitment to proper animal care and handling, prior experience in handling of large mammals preferred, but will train. Must be able to safely operate 4WD, manual transmission, ATV, and snow mobile. Must be able to work as part of a team. To apply, send resume, cover letter, and list of three references with phone numbers by November 15, 1997 to: **Andreas Leidolf, Dept. of Fisheries and Wildlife, Utah State University, Logan, UT 84322-5210; 801-797-2426 or 2459; FAX 801-797-1871; e-mail: slrk9@cc.usu.edu.**

WOLF EDUCATOR INTERN. December 1 - February 28, 1998. Conduct wolf education and some natural history programs for the public and special programs for the public and special groups, teach large and small groups as well as answer wolf and natural history questions from visitors, lead interpretive walks and field trips, assist in program development for people of all ages, learn skills to assist in other areas within the organization including exhibit conservation. Qualifications: teaching experience and/or degree in environmental education or related field preferred. Effective communication skills in working with people of all ages. High level of self-motivation and enthusiasm. Valid driver's license required. \$400/mo. stipend. Closing date: October 1, 1997. **To apply request application materials by calling 218/365-4695 or writing:**

Internships, International Wolf Center, 1396 Highway 169, Ely, MN 55731-8129. Applications materials may also be downloaded from our web site at www.wolf.org.

■ GRADUATE RESEARCH ASSISTANTSHIPS

Graduate Student Opportunities: Two graduate student positions will be available for well funded projects relating to: (1) the role of corridors in maintaining biodiversity in Coastal Plain forest ecosystems and (2) the role of coarse woody debris in structuring small mammal and herptile communities. The corridor project will require some familiarity and prior experience with small mammal identification and trapping techniques, and radio-telemetry. The coarse woody debris project requires similar experience with herptiles and small mammals. Starting date for both positions will be winter 1998. Support for these projects is funded through the Museum of Natural History, but application and acceptance into academic programs in Ecology or Wildlife Biology will be required. For specific information on these opportunities, and salary or stipend support, contact: **Dr. Joshua Laerm, Director, University of Georgia Museum of Natural History, Athens, GA 30602; 706-542-1663, laerm@museum.nhm.uga.edu**

M.S. project on piping plover ecology and survival in the great plains. Student must be able to work under adverse field conditions. Minimum requirements are 1100 on GRE's, strong letters of recommendation, and a good undergraduate record in wildlife ecology. Student to start 1 January 1998. Please send all materials by 15 October to **Scott Lutz, Dept. of Wildlife Ecology, 226 Russell Labs, 1630 Linden Dr., University of Wisconsin, Madison, WI 53706-1598; 608/263-8979 email: rlute@facstaff.wisc.edu.**

Science Graduate Research Assistant for M.Sc. in Biological Sciences at School of Science, Nanyang Technological University, Singapore. Research on population ecology of the monitor *Varanus salvator* in a wetland habitat. Project will focus on: density estimation, distribution, movement patterns, home range and habitat use, foraging and reproductive ecology of the monitor lizard. Field work will involve animal capture and radiotelemetry. Starting date is January semester 1998. A research scholarship is available to the successful candidate. For more information, contact: **Dr. C.H. Diong, Division of Biology, School of Science, Nanyang Technological University, NIE, 469 Bukit Timah Road, Singapore 259756; E-mail: diongch@nievax.nie.ac.sg; Fax: (65) 469-8928; Tel: (65) 469-5399.**

A Ph.D. student is wanted to work on an NSF-funded project. The 4-year project will take a systems approach to assessing impacts of human population and human activities on the habitat of giant pandas in a large nature reserve (China). The candidate should have a strong quantitative background, good skills in advanced technologies (e.g., geographic information systems, global positioning systems, remote sensing, and/or computer programming), and keen interest in integrating ecological and socio-economic factors for understanding and predicting multi-scale interactions and ecological consequences of human activities. Excellent benefits include annual stipend, tuition waiver, health insurance, and international research opportunities. Starting date is Fall, 1997 (or Spring 1998). Applications will be accepted until the position is filled. Interested students should send (1) letter of interest, (2) transcripts and GRE scores (unofficial ones are OK initially), (3) statement of professional goals, (4) resume, and (5) names of three references to: **Dr. Jianguo Liu, Michigan State University, Department of Fisheries and Wildlife, 13 Natural Resources Building, East Lansing, MI 48824; 517/355-1810; Fax: 517/432-1699; Email: JLIU@PERM3.FW.MSU.EDU**



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