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THE WILD SIDE

Doc Bailey – NMFVA President

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There are three issues I would like to talk to you about in my first Wild Side. The first is YOU!!! I want to hear more from you. There has been less than overwhelming voting in the last few elections and limited participation in the general session at the conference. I've heard it said that NMFVA is just a network of "good ole boys" and that new ideas are suppressed. I want you to prove that statement wrong.

Here is one way to do it. Our website is www.nmfva.org. On reaching the home page, there is a bar across the page that has Bulletin Board in it. Click on Bulletin Board and again on the yes box in the next page, and you can make your feelings known to our whole membership. I apologize for treating you like the computer neophyte that I am. I am being dragged, kicking and screaming, into the computer generation.

Jim Copeland has already initiated one subject of discussion, that being "Should contract biologists vote in

NMFVA". Several others have expressed an opinion and I encourage everyone to read these opinions and add your own. I will express my opinion on the bulletin board. Also please feel free to express an opinion on any subjects you wish and watch periodically to see if and how people respond. Article 2 Section 1 of the bylaws states that "The Association shall provide improved communication among DoD natural resources managers on a year-round basis."

You may also have the opportunity to vote on a bylaw amendment through the use of the FAWN and the website. Details will be published in the FAWN describing the procedure before any such voting would take place.

The second issue is only a perception problem. Some people, including some government types, perceive NMFVA as a radical environmental group. In reality our charge is to

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Now is the time to submit your articles on events or field studies taking place on your installation.

See **FAWN** deadlines on page 15

The Wild Side — continued

manage natural resources on DoD lands and from all indications, it looks as though we are doing a very good job. We also realize that it is DoD lands we are managing and that the purpose of DoD is to train our fighters to protect America. Therefore, we must manage the land to sustain military training. A good example of some of the interaction between training and natural resources management was given in Technical Session 6. “The Endangered Species Act and the Military Mission: Is There Common Ground?” in this year’s training conference in Spokane, Washington.

The Army has the Integrated Training Area Management (ITAM) program, which actively promotes Natural Resource management as a way to maintain sustainable training and testing areas on installations. Many of our Army members are aware of ITAM practices and can provide examples of Best Management Practices that benefit both the mission and natural resources. The bottom line is we need to promote the idea that Natural Resource management and sustainment of military training is not mutually exclusive. We need to document our successes and determine how to remedy our failures.

The third issue concerns a policy called Enhanced Use Leasing (EUL). Basically EUL, as I understand it, is the ability for an installation to set aside portions of their property to lease to agencies/companies whose activities are compatible with the military mission. For example, a company building tanks may be able to lease installation property to build tanks there. This is probably an over simplification but the concept has raised many questions for which I would like to see answers. The purpose of military property is to develop weapons and train our troops to use those weapons to defend our country not to make money off of private companies. Are we talking about obtaining property around installations to lessen encroachment in the same breath as leasing our internal property for profit? Are we going to lose some of our precious natural resource area to development? To me, this flies in the face of range sustainment and conscientious natural resource management.

But, in the benefit of equal time, please send your comments and additional information to our NMFWA bulletin board.

On to more pleasant items, I would like to thank everyone responsible for our Spokane training conference, including the near-record turnout that made it so successful. I think we consistently find a range of interesting topics and then fill them out with great presentations. Program chair Jim Copeland and his Session Chairs provided this year’s stimulating presentations. We must also recognize Host Chair Gerald Johnson and his staff for making our stay in Spokane so enjoyable.

One of the more significant highlights of our training conference included the first presentation of our Lawrence Jahn Award to Dick McCabe from WMI (see page 9). The Lawrence Jahn Award is presented to an individual or organization not associated with the military that significantly promotes Natural Resources Management within the military. Lifetime achievement awards were also presented to Doug Ripley and Dennis Herbert.

In conclusion, you are the National Military Fish and Wildlife Association –***PARTICIPATE!***



President Doc Bailey and Spokane Award-Winner Daisan Taylor-Glass

Critique of the 2004 Training Sessions in Spokane

Members comments about the 2004 NMFWA
Training in Spokane:

Overall

- Consider Panel Discussions for next year.
- Have longer but fewer sessions and start earlier.
- Control time limits, not much time to ask questions.
- Our conference was d___ good as usual. We can always strive to improve ...
- I like the casual atmosphere and cooperation among members.

Topics for next year:

- Have someone from IMA explain why it does not fully fund INRMP Projects.
- More on ESA and critical habitat issues especially regarding NOAA Fisheries.
- Impacts of Troop mobilization/deployment on natural resources at installations.
- GIS and technology used in NRM.
- Are there areas where there is no middle ground between mission and compliance?

Facilities

- Isolated from the other [North American] conference.
- Every afternoon it got too cold!
- Invasive Species Working Group – need larger room for 100+ attendees.

Icebreaker

- Too crowded – need bigger room and more waiters.
- Excellent-good, convenient location, a bit cramped, but so what?
- Identify the newcomers so we can meet them or have them wear a ribbon.

Show and Tell

- Need more presentations, perhaps a poster session.
- All services should have a booth/presentation.
- Natural history presentations (what flora and fauna are in the local area).

- More on actual work at installations.
- Wildlife management tools and techniques.
- INRMPs, how they fit with ISO 14001.
- GIS applications in NRM.
- Innovative technologies.

Silent Auction

- Great idea, need more info. [*bring some item from home, we all bid and the proceeds are used to defend NRM jobs*]

Photo Contest

- Didn't know about it. [*bring your best photos next year for peer judging and a prize*]

Awards Banquet [*held on a cruise boat*]

- Nice idea but too dark to enjoy the lake and seating crowded.

Field Trip

- Very informative. Stop at more areas to get out and explore.

Registration Fee

Too high – 50% OK - 42%
Too Low – 8%

What did you think of it? I sure do miss all of you. It would be great to hear from you! Get your comments and suggestions in to your regional directors (see the back page for contact information). Your input can help us make the 2005 Training in Crystal City even better than Spokane!

Jim Copeland

(Jim.Copeland@nfmwa.org)

2003-2004 NMFVA COMMITTEE REPORTS

Nominations Committee

Starting with the close of the 2003 NMFVA Annual Conference and Training Sessions, the Nominations Committee began soliciting candidates for 2004 elections. The offices scheduled for elections were President-Elect, Vice President, Treasurer, At-Large Director, Regional Director – East and Regional Director – West. Phone calls, e-mails and personal contacts were used to produce a slate that had two candidates for each office plus an option for write-in candidates. Several other members contacted but declined to run indicated that they would consider running in a future election.

Statements and digital photos of each candidate were obtained. A decision was made to only post the ballot on the Association website. Voting members were given the option of either casting their votes on-line or printing out the ballot and mailing it to the Nominations Chair. The election was conducted from 29 January to 5 March 2004 in conformance with Association by-laws. Notice of the election was posted in the January 2004 issue of THE FAWN and also posted on the Association website. One e-mail reminder was sent out one week before the close of voting.

A total of 88 valid ballots were received – 85 electronic ballots and three mail-in/faxed ballots – out of 500+ eligible voting members. Several races were closely contested.

The winners are as follows:

President-Elect – Jim Copeland
 At-Large Director – Kim Mello
 Vice President – Rhys Evans
 Regional Director-East – Tim Beaty
 Treasurer – Tammy Conkle
 Regional Director-West – Sabrina Kirkpatrick

Two comments are necessary. First, the conducting of the election electronically saves the Association a considerable amount of money. If ballots and candidate statements had to be mailed out, expenses could run up to \$500.

Second, rather than posting the notice in THE FAWN, a separate e-mail should be sent out to the voting members notifying them of the election, complete with a link to the NMFVA website. Most of the votes were received in the last week immediately following the one-week-to-go reminder that was sent out. It seems a FAWN article does not motivate people to vote.

That leads me to my one criticism. To have less than 20% of the eligible voting members actually vote is an embarrassment, given the ease with which voting can occur. An investigation as to what might be implemented to encourage higher voting rates does seem to be in order.

James Beemer, Nominations Chair and Immediate Past President



M. Passmore

2004 Program Chair—Jim Copeland
 (Spokane Training Awards Banquet)

Wildlife Management Institute Committee

1. The NMFWA’s input for the 69th Conference in Spokane, WA was provided to WMI. Our suggested session topics were well received. Two topics, water resources and large carnivores, figured heavily into two special sessions. We also ‘coordinated’ the scheduled plenary session presentation on The US Army and the Lewis and Clark Expedition by Brigadier General John S. Brown.

2. I will be attending the WMI Program Committee Meeting some time in April 2004 to discuss ideas for the 70th conference in Crystal City, VA, in March 2005. Request all Board members provide me their input by the end of March. Your submissions should include ideas for Special Sessions, including any background information, and possible session chairs. Please remember that session topics must be natural resources policy oriented.

3. I spoke with Dick McCabe on occasion over the past year. He reported excellent working relationships with this year’s Program and Host Chairs.

4. For the third consecutive year, WMI contacted the Association to invite us into a co-sponsorship of the upcoming year’s North American Wildlife and Natural Resources Conference. To my knowledge, no action was taken. If so, I again voice my dismay with this significant oversight.

Thomas Wray II, WMI Chair



Spokane River—2004; M. Passmore

Membership Committee

Total Membership (as of 1 March 2003): 1106

Actions between 3/01/03 and 3/1/04:

Additions of new members:	114
Deletion of members:	8
Net increase in '02-'03	106

Males continue to make up approximately 75% of our membership, while females and organizations contribute 20% and less than 5%, respectively.

Voting members comprise 55% of our membership. Army personnel are approximately 35% of our members, while other branches and organizations contribute lesser percentages (see breakdown below).

Notices encouraging membership sign-ups have been included in recent issues of THE FAWN; we typically saw an influx of membership applications shortly after release of these issues. Although these written invitations have limited success, membership will only be sustained, or increased, if current members believe there is value to belonging and encourage their fellow associates to join. There must be a continual search for new members, not only to enlarge the Association, but also to bring in fresh ideas and concepts from new members and to offset membership losses through retirements, job changes, and other cancellation actions.

Membership by Organization:

Army	386
Air Force	170
Navy	26
Marines	55
DoD	8
National Guard	49
Coast Guard	14
Corps of Eng	43
Non-DoD	286

Mike Passmore, Membership Chair

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*Committee Reports — continued***Newsletter Committee**

Three issues of the Association's newsletter (THE FAWN) were published, in both paper copy and on the NMFWA website, since the March 2003 annual meeting. We are currently mailing paper copy newsletters to approximately 580 members, while 520 are receiving electronic versions.

Total cost for the 3 issues of THE FAWN was \$2,786.46; a reduction of \$89 from the 3 issues published during 2002-2003. However, we published 64 pages of newsletter last year vs 60 pages in 2002-2003.

What was published in those 64 pages last year? Most of it was devoted to NMFWA business: meeting minutes, program schedules, announcements, etc. However, we did have a 5-page section on Invasive Species actions on installations (January 2004), 5 articles on conservation activities on individual installations, and 2 "opinion-type" articles (Hovis and Bailey). For our newsletter to continue its improvements in quality and usefulness, we must encourage more participation from members across the organization.

Mike Passmore, Newsletter Chair

2005 Program Committee

I guess one could also call this my Vice-President's report. At least to this point, I've been told that the Program is my most significant responsibility. My immediate predecessor used rather strong words to emphasize the importance of leaving the Spokane meeting with at least a firm outline of the 2005 meeting. Due to awesome volunteerism, some pushiness and a little coercion, I was pretty much able to do just that!

In case you don't know, the meeting will be held in Crystal City (Arlington), Virginia (Washington, D.C.); March 14-17, 2005. Make plans now to attend the only training tightly focused on resource management on military lands. Check the website for regular updates...

Consider this a semi-formal "Call for Papers." The tentative schedule for our next meeting includes (but is not necessarily limited to) the following:

Invasive Species Management (plants and animals).

Co-Chairs: Toni Hodgkins <hodgkint@sill.army.mil> and Brian Milbachler <brian.mihlbachler@usafa.af.mil>.

Habitat Restoration. Chair: Coralie Cobb <jandc@san.rr.com>.

Chesapeake Bay Issues. Chair: Kyle Rambo <kyle.rambo@navy.mil>. Co-Chair Dr. Jim Bailey <jim.bailey@usag.apg.army.mil>.

Wildlife Research Supports the Military Training Mission. Chair: Joseph Hovis <jhovis@state.pa.us>.

Bird Conservation. Chair: Chris Eberly <ceberly@dodpif.org>.

Reptile and Amphibian Biology and Management. Chair: Terry Bashore <terry.bashore@langley.af.mil>

Invertebrate Species Biology and Management. Chair: Neil Bass <neil.bass@whiteman.af.mil>.

Use of Technology in Resource Management. Chair: Robbie Knight <robert.n.knight@navy.mil>.

NGO Views of Military Land Management and INRMP's (Invited Panel Discussion). Chair: Jim Omans <omansjd@hqmc.usmc.mil>, Co-Chair: Heidi Hirsh <hirshh@hqmc.usmc.mil>.

"Mixed Bag" Session (note: we need a more "biological" name for this session!). Chair: Matt Klope <klopemw@efanw.navfac.navy.mil>. This is intended to include topics that are timely, but don't quite fit into another session.

INRMP Renewal Issues. *No Chair yet identified.* To volunteer as chair, co-chair or presenter, contact Rhys Evans <rhyse@adelphia.net>. *This is currently being considered as a replacement session, only.*

I would strongly encourage any potential presenters to contact the listed Session Chair directly. They're given broad authority to mold their session around the conceptual title listed above. At this point, they almost certainly will not turn down paper proposals. Some of them would also welcome assistance if you'd like to volunteer as Co-Chair. Or, if you have a paper that you'd like to present but aren't sure where it would best be scheduled, let me know.

We'll of course have our traditional "Show and Tell," Silent Auction and Photo Contest. Sabrina Kirkpatrick has volunteered to lead the Show and Tell effort; her e-mail is (sabrina.kirkpatrick@ar.ngb.army.mil). Our photo contest will once again be coordinated by Dr. Terry Bashore (terry.bashore@langley.af.mil). I don't think we've identified Silent Auction, Raffle, or Audio-Visual coordinators; if you'd like to volunteer for any of those, please contact Dr. Thomas Wray (twray@nswc.navy.mil) or myself (evansrm@29palms.usmc.mil) or (rhyse@adelphia.net). One suggestion that's worthy of tossing out for some thought from our membership: If we hold the photo contest earlier in the week, would any of the photographers be willing to donate their works to the Silent Auction? Or, we can have people bidding on photos as they're casting votes.

There will also be opportunities for a few brief, 3-5 minute presentations during the Working Group Meetings. These are not intended to compete with the 15-minute Technical Session presentations but to provide updates, "field notes," or otherwise very brief coverage of an appropriate subject. Contact the Working Group Chair (listed on our website) if you're interested. Working Group Meetings to be scheduled include (subject to change):

- Bats
- Amphibians and Reptiles
- Invasive Species
- Bird Air Strike Hazard
- Partners in Flight

About the site: I was fortunately able to visit Washington, DC, in early May, and I had time to visit the site of our meeting (Marriott Crystal City Gateway). Let me be the first to warn you that there are two Marriott hotels in the neighborhood! The facilities are outstanding, with two very large meeting room complexes on the second floor. We don't know yet, and won't for a while, which specific rooms will be occupied by our meeting. But we've got a great start on the off-site Monday evening mixer, and the banquet site is also looking good (I'll leave that for a future update). There are a few things that are quite nice about the site:

- 1 If you fly into Washington National

Airport, you won't need a rental car. It's one easy subway stop away from Crystal City. The Washington DC Metro will get you almost anywhere.

- 2 There's a large, underground complex of restaurants and shops immediately adjacent to the Marriott and the Metro station, including a small grocery store, pharmacy, book and magazine stores, Kinko's, and even a place where the ladies can buy a formal evening gown if desired (that's intentional goading to my friend Jim Copeland, don't read anything into it more than a joke!).
- 3 The same complex includes a 5 or 6-counter food court, a sushi bar, about six other restaurants, ranging from Burger Hut to Morton's Steaks and Seafood (which is out of my price range, I think).

Let me finish this message off with the news some folks are not going to like. Washington DC is an expensive city. The Wildlife Management Institute (WMI) has informed us that they need to raise their registration fees, and the logistics and facilities fee we pay to them will also increase. The Board of Directors, in cooperation with the Program and Host Committees, has agreed to raise our registration fee to \$300. Students will still receive a deep discount, and retiree registration will remain the same. The increased registration fee will allow us to throw you a few perks, and remember that our fees include the Show and Tell and banquet as well as all WMI fees (except their banquet). It remains outstanding training, that is directly related to our association's objectives and the support of training and readiness, \$300 for four intense days of training is still a bargain, and if you can extend for a few days of WMI sessions, that's even better. I don't know about the rest of you, but I'm working on my FY 05 travel plan already; I hope that, with the above info, you'll be able to consider our increased fees early in the process.

2005 is already coming together as an outstanding training opportunity. **DON'T MISS IT**

THANKS!

Rhys Evans, 2005 Program Chair

DoD Announces 2003 Award Winners!

The Secretary of Defense recently awarded their 2003 annual awards for environmental excellence. The National Military Fish and Wildlife Association would like to recognize and congratulate the winners! In a ceremony at the Pentagon, **NMFWA member Mr. Greg Lee** of Moody Air Force Base in Georgia was honored with the Natural Resources Conservation Individual Team award. Quoting from the program, Mr. Lee has utilized careful controlled burns, wildlife studies, forest harvests and technology to ensure the area's natural resources are preserved and protected.

NMFWA member Mr. Thomas Bryce (Fort Stewart, GA) won an Honorable Mention on behalf of the Army for, among many other things, his organization of a multi-agency team for recovering short-nosed sturgeon.

Mr. Robert Wescom was recognized on behalf of the Navy for his work in the Marianas Islands and the Team at Marine Air Ground Task Force Training Command in Twentynine Palms, CA (including **NMFWA Vice-president Rhys Evans, Brent Husung** and Laura Busch) received Honorable Mention for their work, including exotic species management, educational outreach and effective INRMP implementation.

Excellence in Natural Resources Conservation on small installations was also recognized this year. Columbus Air Force Base, MS, (the staff there includes **NMFWA member Kyle Van Why**), was honored as the winner for their part in protecting base resources in harmony with the flight-training mission, including jurisdictional wetland delineation, erosion control, tree planting and many other projects.

Marine Corps Base, HI (and **NMFWA member Dr. Diane Drigot**) won honorable mention for their program, which balances combat readiness, quality of life and natural resources conservation.

NAS Pensacola, FL (which includes **NMFWA members Mark Gibson and William Young** on their staff) received the Navy Honorable Mention; they were recognized for many projects as well, including intensive work to maintain Ospreys in the region (the raptors, that is!).

Last, but not least, the Army Honorable Mention was awarded to Newport Chemical Depot (IN), their staff acted to enhance biodiversity, restore native grasses and conduct a successful agricultural outreach program.

Congratulations to the NMFWA winners! We hope to see more of you in the 2004 awards ceremony!



Patrick C. Morrow, (right above) wildlife biologist at U.S. Army White Sands Missile Range (and NMFWA member), was the 2003 winner of the Professional Award from the New Mexico Chapter of The Wildlife Society. He was presented the award in February 2004 at the annual meeting of the Arizona and New Mexico Chapters of TWS at Safford, Arizona. Patrick was recognized for his work regarding chronic wasting disease, his role in the project to reintroduce desert bighorn sheep to the installation, and his management of the public hunting programs at White Sands Missile Range in the wake of 9-11.

Congratulations, Patrick!!



2003 Invasive Species Working Group Activity

Richard E. (Dick) McCabe, Executive Vice President, Wildlife Management Institute (WMI), was presented the first “NMFVA Laurence R. Jahn Award” at the 2004 DOD Natural Resources Training Workshop and NMFVA Annual Meeting in Spokane, WA. The Laurence R. Jahn Award was established in 2001 to honor individuals or groups who have contributed significantly to the advancement of natural resources policies and programs on DoD lands. The award was created and named after Larry Jahn (deceased), a former President of WMI who was always there in support of NMFVA and the DoD natural resources program.

Dick has long recognized the importance of DoD’s natural resources conservation program and worked hand-in-hand with Larry Jahn to accommodate the needs of the NMFVA at the North American Wildlife and Natural Resources Conference. Since 1986, Dick has provided the Association a platform to promote the Defense natural resources conservation program to virtually all national and international conservation organizations and agencies. He has enthusiastically used his talents, influence, and professional skills to make NMFVA a more effective organization and has worked to enhance the Association’s presence at the North American Conference and other professional meetings. It is most fitting that Dick McCabe, a WMI official and long-time friend of Larry Jahn, became the first recipient of NMFVA’s most prestigious award.



President Chester Martin presents the 2004 Laurence R. Jahn Award to Dick McCabe of WMI

As of March 01, 2004, membership in the ISWG totaled 117; 98 of whom were classified as DoD members and 19 were classified as non-DoD members. This represents a membership increase of over 30% when compared to 2003. Officers of the ISWG Board in 2003 included: Brian Hostetter and Dick Gebhart, Cochairs, Matt Hohmann, Recording Secretary, and Kim Mello, Past Co-chair. The three committees of the ISWG are: Outreach Committee (Kim Mello, Chair), Website Committee (David Beckmann, Chair), and the Database Committee (Jeanne Dye, Chair). The reports from these committees are included below. Officers of the ISWG Board for 2004 will be: Brian Hostetter, Chair, Matt Hohmann, Recording Secretary, and Dick Gebhart, Past Co-chair.

At the NMFVA meeting in Winston-Salem, NC, in March 2003, we had our third annual ISWG meeting, attended by over 60 individuals. This represents an attendance increase of more than 50% when compared to the 2002 ISWG meeting. The ISWG sponsored a technical session in 2003 that included five diverse speakers discussing invasive species topics ranging from policy and databases to control economics and management planning. For 2004, we began planning an ISWG session that addresses invasive species items that include the DoD perspective, interactions with threatened and endangered species, and biocontrol agents.

One of the most important roles of the ISWG is to share information and keep the membership well informed on current events as they relate to invasive species. We feel this continues to be a very successful outreach accomplishment in 2002, thanks in no small part to Kim Mello. It is estimated that well over 300 emails were sent out to the ISWG membership. Feedback from the membership has been very positive for this outreach activity.

Brian Hostetter and Dick Gebhart, Co-Chairs

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*ISWG Activities — continued***NMFWA ISWG Web Site Committee**

The ISWG web site was sent to the webmaster in December of 2002 and is available on the NMFWA web page. Although the site is up, there is a continuing need to add information into several categories. Once this information is posted, I will solicit suggestions from the ISWG members for additional links and data that would be helpful to resource managers. Members are encouraged to take a look at the web pages and jot down any notes for future suggestions. Categories that will require updating include Laws and Regulations, and Funding Sources. The Species Information and Other Organizations categories became functional in 2003; however, with the exception of the Plants sub-category, all the remaining sub-categories still require updating. Many thanks go out to Kim Mello, Jeanne Dye, Heidi Howard, Rhys Evans, Jim Copeland and Ginny Dickerson for their ideas and comments.

David Beckmann, Chair

NMFWA ISWG Database (dB) Committee

A survey was sent out early summer 2002. Approximately 18 installations responded to the survey. The ISWG dB has been created and the printouts will be reviewed by the rest of the committee. Upon completion of this review, the data will be placed on the ISWG website for viewing by the remainder of the membership. Additional requests for more survey responses from the membership attending the meetings in Winston-Salem were made, so that we can further populate the dB with information that could benefit all invasive species managers. I would also welcome any suggestions for additional data, to add to the existing survey, which could be helpful for resource managers. Thanks for all the assistance from Dave Beckmann, Heidi Howard, Kim Mello, and Jim Copeland, for their suggestions, comments, and review efforts.

Jeanne Dye, Chair

NMFWA ISWG Outreach Committee for 2003

This past year, I did keep track by month on the number of emails that were sent out to ISWG members on matters primarily pertaining to invasive species issues. One of the most important roles of the ISWG is to share information and keep the membership well informed on what is happening with invasive species. A total of 326 (average = 27/month) emails were sent out. Feedback from the membership continues to be positive and a number of members have commented that they appreciated having a forum whereby they could request help on an invasive issue and receive it.

Kim Mello, Chair

Invasive Species at Fort Custer, Michigan

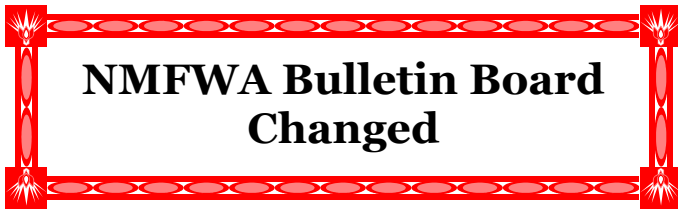
Here at Ft. Custer we have many invasive species, flora and fauna. Brown-headed cowbirds parasitize nests of our cerulean and hooded warblers.

With plants we are focusing on purple loosestrife and garlic mustard for direct invasive eradication efforts. Fort Custer is a study site for Michigan State University's garlic mustard biocontrol study, and we've released the *Galerucella sp.* beetles on the loosestrife infestations.

Indirect efforts include controlled burns and monitoring of our globally rare and threatened communities on the post. Our eventual goal is to restore the prairie fens and prairies that dominated this landscape pre-settlement. Currently the area has a great deal of spotted knapweed; we will see if the burn treatments will help to reduce their populations as well as giving the native plants a chance to sprout.

We also have Asiatic wintergreen, *Rhamnus sp.*, *Lonicera sp.*, multiflora rose, and several other invaders. We will gradually develop plans to control as many invasives as possible.

Michele Richards
(michele.richards@mi.ngb.army.mil)



NMFWA Bulletin Board Changed

We hope that all NMFWA members recognize the value of the two bulletin boards available on our website (general discussion and natural resources employment opportunities). We also hope that you understand how “dangerous” and frankly disgusting the Internet can be. We regret to inform you that for about a month, we’ve sustained the onslaught of some incredibly offensive and inappropriate “Spam.” We removed it as quickly as humanly possible, but NMFWA remains concerned that some members and visitors to our site may have been offended.

In an attempt to curtail inappropriate postings, we will be initiating, at least temporarily, password-only access to the bulletin boards. Because I’m confident that the scumbags who have posted the most recent information on our site can’t read (they’re truly sub-human), we’re going to take a chance and print the password here in the FAWN. The User Name is nmfwa. Our initial password (case sensitive) for both bulletin boards is: sikes. The same User Name and Password will work for both boards. If that doesn’t work, contact any member of the Board of Directors or the Chair of our Outreach Committee. We can change the password quickly and easily, but we don’t want to impede our members and guests from this important service. As always, if you see inappropriate material posted on the NMFWA Internet site, please don’t hesitate to contact the Chair of our Outreach Committee or any member of the BOD.



The Wildlife Society Launches 1st HQ Operations Review

The Wildlife Society, like all professional and scientific organizations, is increasingly being challenged to adapt to changes that seem to be occurring at an ever-faster pace in our world today.

Advancing technology, changing member expectations, and growing wildlife conservation needs press both TWS Council and our headquarters staff to be proactive in maintaining our role as the premier professional and scientific wildlife conservation organization. TWS is making progress, such as our steps toward greater use of electronic technology. Sometimes, however, our rate of change seems painfully slow compared to the pace of change demonstrated by other entities with whom we interact.

But changes shouldn't be made recklessly and without analysis. With a small staff and volunteer leaders, it is especially difficult to carry on simultaneously both the essential activities that keep our Society running smoothly and the kinds of analyses of new opportunities and new practices that we might adopt for increased efficiency and effectiveness. TWS Council is especially concerned about the situation because we are finding it nearly impossible to balance revenues and expenses of the Society while maintaining member services at their current level, at least if TWS keeps doing business the same way it has been. The situation is being exacerbated by the continuing decline in membership - perhaps our greatest concern of all.

Unlike most professional organizations in these times of rapid change and need for adaptability in organization management, TWS has not had periodic, comprehensive reviews of the operations of the Society's international headquarters. The Executive Committee of TWS (i.e., past president, president, president-elect, and vice president) believes this kind of comprehensive review is needed, given the many challenges to the viability of TWS as a top natural resources conservation organization. We also believe we need a review to help us execute our responsibility to the Society, indicated in the charge for the Executive Committee:

...to assure efficient operational management as well as positive, productive individual and intra-staff functioning in the international office of TWS, the Executive Committee shall:

TWS Review — continued

Inspect and assess the overall functioning of the Society's international office regarding personnel, management, operational procedures, and equipment; and, where indicated, offer suggestions to change, maintain, or enhance office effort.

For a few years now, consecutive combinations of officers comprising the Executive Committee of TWS, facing concerns about budgets, have raised questions about how TWS "does business" on a day-to-day basis, and whether TWS headquarters is organized and staffed most advantageously for our Society to adapt to the changing environment in which our organization must operate on behalf of our members and to achieve our mission. Your current Executive Committee is no exception in having such questions about efficiency and effectiveness. We have sought assistance, with concurrence of Council, of a team of TWS members who have agreed to serve on a TWS Operations Review Team. The team members are: Jim Fleming (chair), David Trauger, Ron Regan, Paul Krausman (SE Section rep to Council), and John Organ (NE Section rep to Council).

TWS operations will be reviewed through the accomplishment of four tasks by this review team. Each of these tasks will be achieved through the formation of work groups consisting of review team members and recruited TWS and other participants as appropriate to the skills needed to accomplish the work group goals. All four tasks focus on services that TWS provides to Society members, volunteers, and the conservation community. The review team's draft report will be submitted to the Executive Committee around 1 July '04 and a final report will go to Council around 1 September '04. The report will be a topic of discussion by Council at the TWS annual meeting in Calgary.

The review process will draw from interviews of TWS Headquarters Office staff, interviews and/or questionnaires from selected subsets of the TWS membership (e.g., current and past chapter and section officers; working-group leaders, editors, and committee chairs, etc.), and interviews and information collected from key conservation and natural resource organizations and agencies with

which TWS interacts. Portions of the review will also require visits to the TWS Headquarters Office in Bethesda to review office practices, operations, and facilities and to assess equipment available to carry out essential functions. Suggestions will be solicited from TWS staff.

The final report of the review team will include sections related to the four tasks as well as sections on topics that bridge tasks, such as communication, overall organization and staffing, and equipment, facilities, and other needs of the Headquarters Office staff to efficiently perform the business of TWS. The report will include specific recommendations on findings of strengths and weaknesses of TWS operations, and recognition of opportunities for TWS headquarters to better meet the needs of TWS membership and the conservation community. It is anticipated that the review will benefit both TWS members and TWS staff, given the fact that membership needs and expectations will be evaluated with respect to the resources that TWS Headquarters has been provided by the membership.

The Executive Committee of TWS anticipates that this review will be the first of many to come on approximately a 5-year cycle. During this first review, Council and staff will undoubtedly learn how to improve future efforts of this type. The Executive Committee is hopeful that the review will be a positive organizational development experience and also provide new insight into how TWS can better serve its members. We are very grateful for the commitment of the review team members and TWS staff in taking on this important assignment.

The Executive Committee of The Wildlife Society



M. Passmore

ISWG Activities — continued

Efforts at the Royal Oaks Golf Course were a model of cooperation between different agencies and units. The approximately 300 acres that make up the golf course are leased from the Missouri Department of Natural Resources State Parks Division. It is administered by the 509th Services Squadron, and the prairie remnants are being managed by the 509th Civil Engineer Squadron. Before management is undertaken, the Natural Resources staff coordinates with the state park, Golf Course Manager, and the golf course superintendent.

The State Park agreed to the management actions once they learned that the actions taken at the golf course were going to benefit the natural resources of Missouri and fit into their mandates. The golf course management was also very receptive and cooperative once they understood the benefits to the aesthetics of the golf course from proper management. These benefits stemmed from the removal of unsightly weed growth and the promotion of native grasses that turn golden or red in winter and native wildflowers that will bloom through the spring, summer, and fall.



It was explained that native grasses and wildflowers scattered throughout the area could, with proper management, be increased and would be more aesthetically pleasing than the invasive weedy species that were currently dominant. The management of this area as a native prairie requires no input from the golf course staff thus saving valuable course resources and labor. Maintained in this state, the area also increases the biodiversity of the lands managed by the Air

Force and helps comply with Air Force and Air Combat Command Guidance and Air Force Instructions on natural resources.

With the cooperation of Knob Noster State Park, 509th Civil Engineer Squadron, Environmental Flight and the 509th Services Squadron with direct assistance from the Royal Oaks Golf Course staff, steps have been taken to ensure a more aesthetically pleasing golfing experience and to preserve a small piece of Missouri's natural heritage. Golfers and prairie enthusiasts both gained something from this partnership with very little added input.

Through prairie restoration work, Whiteman AFB is helping to preserve one of the most endangered ecosystems in the world. The plant diversity being conserved greatly enhances the biodiversity of the base. This area also serves the base as an outdoor classroom for an environmental education program through the Youth Center, a study site for the Knob Noster High School biology class, and as training land for Whiteman Security Forces on a base that is mostly urbanized. This is truly a win-win-win situation where the military is conserving rare natural resources, educating the public, and enhancing mission related training activities.

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The Wildlife Society Will Meet in Calgary for the 2004 Conference

Check these sites for advance information:

http://www.wildlife.org/conference/2004_conference_ad.pdf

http://www.wildlife.org/conference/2004_preliminary_program.pdf

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NOTE: *Titles and affiliations are for informational purposes only and do not present the individuals as spokespersons of the Department of Defense or agency/installation listed.*

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