

THE FAWN



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THE WILD SIDE

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"Dedicated to providing Natural Resources Management on Department of Defense lands in support of the Military Mission"

What is it that sets a leader's course and drives him forward in the face of opposition? What motivated Washington, Lincoln, and Churchill in the face of despair, when others sought appeasement? Why do we in NMFWA persevere in what we do despite budget cuts, unfunded INRMP projects, reorganization, consolidation, BRAC, personnel cuts, encroachment, urban sprawl, and the pressure of an ongoing war?

Perseverance comes from our faith in our mission, hope for the future, and love for each other.

"Now abide faith, hope, and love, and the greatest of these is love."

I Corinthians 13:13

Some of the differences NMFWA members are making are profound:

in the past decade, snowy plover populations up 600%, least terns up 7,000%, loggerhead shrikes up from 13 to 180, and mechanized training improving amongst thriving colonies of red-cockaded woodpeckers. These are just the beginning of our successes.

In NMFWA 2005 Special Session II, representatives of the Sierra Club, Defenders of Wildlife, National Wildlife Federation, and Endangered Species Coalition were supposed to talk about natural resources management on DOD land, "The Good, The Bad, and The Ugly", but focused almost entirely on "The Good." They cited the above successes, but more than that, they talked about the relationship they each had developed with Jim Omans and Heidi Hirsch of USMC-HQ. When they began meeting for a brown bag lunch some 3 years ago, they sat at opposite ends of the table from Jim and Heidi, still divided by the battles in Congress over encroachment legislation. Yet in the course of eating, talking, and touring installations together, trust (faith) and friendship

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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 8

The Wild Side — continued

developed. Several speakers wiped away tears both as they talked about what the group has meant to them and during the standing ovation that followed. Even I got choked up (you had to have been there).

The pervading attitude in NMFWA is one of optimism: faith in what we are doing and hope for the future as well. In stark contrast, there is pending doom among many environmentalists. Focusing on from global warming and an exponentially increasing world population, some even look to plagues, famine, war, and economic collapse to save the planet.

Yet there is hope for the earth. It is confirmed by fall of the Soviet Union, the reversal of elections tainted by dioxin in Yugoslavia, and the beginning of cleaning up the industrial waste of the former Soviet bloc, the coming of democracy in Afghanistan and Iraq, and the departure of Syrian troops from Lebanon. Where hope is alive, there is potential to change the course of the world for the better.

...But the greatest of these is love. It is love that makes NMFWA work. Within our own ranks, each year new officers step forward and volunteer untold hours of their time to serve their fellow members. The annual training does not just happen. Program chairs like Rhys Evans and Terry Bashore take on what amounts to a night job to arrange the myriad details of the training. Session chairs and speakers pitch in. Only love could cast out the fear many of us have of getting in front of a microphone and facing a crowd. (Public speaking is more feared than dying or snakes.) Kim Mello sends tons of email to get out the latest on invasive species. Dr. Mike Passmore updates a list of over 1100 members, gathers articles for the FAWN, edits, and emails the FAWN out to all of us. The Board of Directors meets late into the night and early in the morning during the week of training. Tammy Conkle registers everyone and wrestles with VISA and Quicken to make all the finances work. And so many more..., we all serve one another.

It is love that will continue to make NMFWA work. We have embarked on a course of extending to contractors working full-time in natural resources the right to vote and hold office. We welcome you with open arms, for you share our mission and vision. Come and volunteer to give of yourself on the Board, a session chair, a committee chair.

We extend our hand to our partners in the Pentagon and Washington, to the US Fish and Wildlife Service, the state wildlife agencies, and to the many NGO's that help us in the mission. Mr. Alex Beehler (DUSD-ESOH), Dr. Mamie Parker, and Dr. Benjamin Tuggle of USFWS — thank you for your support of NMFWA's training.

Finally, thanks to our soldiers, sailors, and airmen who have left home and family to risk their very lives out of hearts full of faith, hope, and love for us, for their country, and for freedom. Our contributions are paltry beside yours. We owe it to you who are fighting for us to dedicate ourselves to support you as you train and to sustain the training environment for the generations of fighting men and women to come.

Have you submitted a FAWN article? If you have given a presentation at NMFWA training, condense your presentation to a page and email a photo to Michael.Passmore@nmfwa.org. Share what you did with those who could not attend our training sessions!

NMFWA Board of Directors Meeting Crystal City, Virginia March 13, 2005

Board of Directors Members present: Jim BAILEY, Tim BEATTY, Tammy CONKLE, Jim COPELAND; Rhys EVANS, Dick GEBHART, Kim MELLO, Mike PASSMORE and Scott SMITH

Board of Directors Members absent: Scott BELFIT, Rafael CORRAL, Sabrina KIRKPATRICK, Chester MARTIN

Members Present: Terry BASHORE, Jim BEEMER, Rick GRIFFITHS, Gene STOUT, Glen WAMPLER, Tom WARREN, Thomas WRAY

Meeting was called to order by President Jim Bailey at 7:04 pm

I. Contractors run the Joint Services Environmental Management(JSEM)/ NDIA annual meeting. JSEM allegedly wants to take over the NMFWA training session and have us join in with them. Bailey had a copy of a letter from AEC to higher levels that called for including the DoD Forestry Conference and the NMFWA training session with JSEM. Beatty: JSEM doesn't really have anything to offer to us and also suggested that it would be a good idea for the trainers (ITAM) to give us support for staying as we are. Discussion tabled to later in the week.

II. Bashore recommended some type of professional DOD Resources Management certification; there was a lot of discussion on that. Primary purpose is to show that not only are we professionally qualified as resource managers, but that we also clearly recognize and support the training and readiness mission. Brief discussion – we don't want to compete with certification programs from TWS, ESA, AFS, etc. Probably use those as a prerequisite.

III. Bailey discussed the elections. There was a 2/3 majority for full-time contractors involved with natural resources management on an installation to become voting members of the NMFWA. Results: 56 for and 26 against and 8 did not vote. He then announced the new members of the Board of Directors (see below) and noted that WMI supports us to be with the North American Conference.

- President: Jim Copeland
- President-Elect: Rhys Evans
- Vice-President: Terry Bashore
- Secretary: Jim Hessil
- At Large Director: Robbie Knight
- Regional Director -- West: Kirsten Christopherson
- Regional Director -- East: Tessa Martin-Bashore

A brief discussion followed, focused on how, due to short notice, several elected members were unable to attend. Conkle suggested that we attempt to move election cycle forward by several months, such that newly elected BOD Members have ample time to make travel plans.

IV. Secretary's Report (from Scott Belfit) read by Bailey

V. Items that were donated for soldiers. Discussion focused on which items would go to USO.

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NMFWA BOD — continued

VI. Crystal City Registration. Conkle said most Army installations could not access NMFWA webpage. Evans responded that most were able to access from off-base computers, which certainly was not ideal, but tolerable. Conkle made some suggestions that we need to consider for the future, i.e., new Treasurer; credit card machine; tracking expenses.

VII. Passmore discussed new members. He usually considered whether they were employed in natural resources as a federal employee on an installation. BAILEY designated the Membership Chair (Passmore) to form a committee to establish criteria for identifying/verifying contractors who were qualified to become NMFWA members. Motion by Copeland. Second by Evans. Motion passed, unanimously.

Motion to Adjourn by Evans, Second by Beatty
Meeting adjourned at 9:52 pm.

Respectfully submitted, Rhys Evans (President-elect); Kim Mello (At-Large Director)



The Wildlife Society (TWS) is now a participant in the U.S. Government's Combined Federal Campaign. This program encourages charitable giving among federal employees by making it easy! Federal employees choose the nonprofit group to which they want to make a contribution and how much they want to give. The government then deducts that amount from your paycheck and forwards it to the appropriate charity. Donors avoid the hassle of writing checks and addressing envelopes. And by giving a small amount from each paycheck, you often are able to give more than if you made a single, once-a-year contribution. The result is increased support of important charitable work such as the wildlife conservation and management activities of The Wildlife Society. If you are a federal employee, we urge you to consider The Wildlife Society in your 2005 charitable giving. Look for us on the Combined Federal Campaign list of National/International Organizations (ID Number 2678). Contact your personnel office for assistance in signing up. Thank you!

Sandra Staples-Bortner
Program Director
The Wildlife Society

NMFVA Annual Members Meeting Crystal City, Virginia March 17, 2005

2004-2005 Board Members Present: Jim BAILEY, Tim BEATTY, Tammy CONKLE, Jim COPELAND, Rhys EVANS, Chester MARTIN Kim MELLO, Michael PASSMORE, Scott SMITH, and Dick GEBHART

Approximately 70 members were present (the idea of a free beverage ticket may have worked)

Meeting called to order at 3:05 p.m.

For the future, I would recommend for all Board and Members (?) meetings that agendas be given out!!

President Jim Bailey welcomed members and informed them that “this annual meeting is for them”; that any member is permitted to make a motion or ask questions of the Board of Directors.

Bailey then read through a brief report, summarizing 2004-2005 actions of the BOD, including key votes. Specifically mentioned were webmaster actions, the problems with pornography on the website bulletin board and the increased registration fee for the annual meeting.

Bailey discussed election results and announced the new Board of Directors. He thanked all candidates for their participation. The meeting was then opened to general discussion.

Topic #1: JSEM issue: Bailey explained to the membership the situation and concerns about having a joint meeting with JSEM versus staying the way we are with our annual NMFVA training session with WMI.

Motion from floor: John JOYCE: Conduct a straw poll on this matter. Second: Thomas Warren.

Discussion: The structure of the JSEM conference was explained by Bailey, based upon his attendance at the Savanna meeting. Jackie Smith pointed out that JSEM conferences are primarily environmental (regulatory) in nature. Tim Burr provided further clarification on this matter and then more discussion followed by the membership about having the NMFVA sessions with the JSEM conference. Tom Poole stated that he believed the “Straw Poll” should be non-binding.

Question called, via verbal: Overwhelming preponderance in favor of keeping NMFVA as is (i.e., with WMI). No votes in opposition (i.e., NMFVA should look at joining up with JSEM) were noted.

Motion: Thomas Warren: NMFVA should honor the agreement with the WMI until 2007 and then make a decision. Second: Jim Beemer.

Point of Order: NMFVA has already agreed to meet in conjunction with WMI until 2007. Thomas Wray stated that we will soon be asked about 2008 and 2009.

Discussion: Tom Warren felt that the NMFVA Board should discuss where the NMFVA should go in the future.

Glen Wampler: expressed concerns about where the money will go and how many current members would be able to attend.

Tom Glueck: if we go with JSEM then attendance may just be limited to the hierarchy in the Services and then the natural resource managers at the installations may be left out. David McNaughton: what survival strategy do we have if NMFVA meeting is dropped?

Tammy Conkle: NMFVA and DoD might try to work together to welcome Cultural Resources folks and replace the Tucson/Savanna DOD Resources Conferences of 2002 and 2004. Even without OSD memo and

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Annual Members Meeting — continued

late Navy memo, we had 192 participants this year (compared to 193 in Spokane). It will be worthwhile if we all tell our command that JSEM does not offer what we want.

Rhys Evans: Learned previously that NMFWA had once asked TWS to have a joint meeting, TWS said that they had too much stuff going on. Evans further stated that TWS' habitual late September meeting time was difficult for many Fed employees. Finally, Evans stated that an ad-hoc committee would be formed to investigate the potential of NMFWA holding a meeting independent of WMI.

Steve Reidsma: Regardless of if NMFWA stays with WMI or not, the time of year is quite important.

John Joyce: Call the question?

Vote by hand: Approximately 51 in favor (to stay with WMI at least through 2007), 0 opposed, 2 abstentions

Topic #2: Bailey discussed possible plans for NMFWA to offer certification for military natural resource management professionals. An ad-hoc committee was established: Tom Poole, Rhys Evans, Terry Bashore, Tammy Conkle, and Junior Kerns will serve on the committee.

Discussion:

Evans: Intent is not to compete with TWS and others. Professional Certification from AFS, TWS, SER or SAF is likely going to be a prerequisite.

Tim Burr: Urged caution, NavFac made recognition of certification difficult, however it is possible for command to pay for costs involved in certification.

Bailey: It will be either very low or no cost.

Terry Crawford: Will it be required? Answer: Absolutely not.

David McNaughton: What about younger members, with less experience, will it exclude us? Answer: Perhaps a tiered certification (for example, TWS has Associate and Certified levels).

Jim Beemer suggested a DoD professional development certification.

Terry Bashore: This is a salesmanship because we have problems getting Command support. He used ITAM as an example versus what do we have to offer the Command? He feels this will be the big benefit.

Tom Glueck discussed Professional Engineering certification and how his Engineer recognizes the natural resources staff that were certified.

Marian Lichtler brought up an example of her dad not being a certified engineer and how it caused a problem in his career.

Tammy Conkle: All should remember that Sikes Act says DOD land must be managed by professionals.

Terry Bashore: Reiterated that certification would be optional.

Jim Copeland: the Sikes Act is vague about professional training so this would allow us to define it for our organization.

Diane Drigot: suggested that academic credentials could be used. Answer: Clearly a MS or PhD will be recognized.

Discussion ceased after this. **No motion, no vote.**

Topic #3: Bailey discussed the matter about contractors in a full-time natural resources position are eligible to all rights for voting in NMFWA. However, the question was raised about how can we make sure they are qualified? Should contractors get "approval" from installation government personnel?

Junior Kerns: Found that suggestion offensive and would suggest that it would be better if someone could vouch for that person.

Gene Stout: NMFWA cannot set a policy for each individual case.

Tim Burr: If we want contractors to participate, we have to assume they're professional; but we have to be sure that NMFWA is not taken over.

Rhys Evans: Suggested that unless we hear from a supervisor about someone then we go with an honesty approach.

Solution: At least initially, we'll honor the word of the applicant, unless evidence is provided to suggest otherwise.

Discussion ceased after this. **No motion, no vote.**

Topic #4: Website matter: Rhys gave an overview about the website problem with pornography. We went to a password protection system, however that has drastically reduced the visitation to and use of the bulletin boards. Evans and others informed members that we have directed our webmaster to conduct a search for more secure Internet Service Providers. If and when we decide to change to a new ISP, we will strive to make the transition painless (perhaps no one will even notice?).

Discussion ceased after this. **No motion, no vote.**

Bailey opened the floor for any discussion on other matters.

Gene Stout: offered to give to an installation his complete collection of TWS publications, 1968-present. Contact Gene if interested. Kerns: they will be collectors items. TWS is soon changing to primarily (entirely?) electronic media.

Diane Drigot: Asked how does NMFWA Archive newsletters, annual meeting information and related materials?

Tom Warren: Archives Committee has two copies of everything. Every known FAWN is posted on our website.

Jim Beemer: Has anyone archived programs?

Kerns: Maybe I can get that done.

Motion made, but quickly withdrawn without a vote. It was determined that a vote wasn't needed, this is mostly common sense.

Annual conservation law enforcement training will be in April.

Brian MORRILL and Heidi HIRSH: USMC will have Law Enforcement Qualifications training / recertification at Quantico in August.

Neil Bass: asked if anyone knew anything about the new NSPS and Pay Banding System. Why aren't we discussing it as an association?

Tom Poole: It's all of us. China Lake NAWS was a pilot, but we don't know how it works. "This train is moving if we like it or not." Annual pay increases, step increases, bonuses are all up in the air. Merit Systems Protection Board "will be moot."

John Joyce: There will still be locality pay, with a 5-tier performance appraisal process. Pro-rated step increases, we will still get expected raise in Jan 06.

Diane Drigot: It will be harder "to jump from one band to another."

Mike Passmore explained how it worked at ERDC (another pilot). He will be glad to discuss his feelings on the issue "off line." Passmore comments: ERDC has been under a similar pay-band system for over 5 years. There is too much for me to address here, but a few highlights: (1) Salary increases up to the top of the pay band, not the GS grade; (2) Most experience faster salary increases than with the GS system; (3) Ratings are heavily influenced by management guidance; (4) Poor performers should *not* see salary increases. Feel free to contact me for more information (from my viewpoint).

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Annual Members Meeting — continued

Mike Passmore: (1) Suggested that presenters at the NMFWA sessions send a one page abstract with photo for the FAWN. (2) Reminded the membership that the FAWN will be sent to them via email if he has their email address, so make sure to fill out the information sheet that was in the material packet they received when they registered. (3) He would prefer to send the newsletter to email addresses to save mailing costs. Chester Martin reminded everyone to notify Mike of an address change because 60 members didn't receive the newsletter as a result of returned mailings.

Jim Beemer: We need new people on Board of Directors. He told members that it's not too tough. At-Large Director is a good place to start. Herman Griese from Elmendorf Air Force Base suggested something about how NMFWA appeared somewhat secretive, with too many acronyms.

Rhys Evans: Announced that a few more bylaw changes may be needed next year, if we decide to create a central region, and suggested that we move the elections up by a month so the new Board members could be announced earlier.

Tom Glueck: There will be a bat session next year and that Rick Lance (ERDC-WES) will be the Tech Session Chair

Terry Bashore: Asked members to provide him with suggestions for 2006 Columbus Tech Session topics. He also asked folks to pick up their entries from the photo contest.

John Joyce: Acknowledged the 2005 Program Committee and chair Rhys Evans (Excellent Job!)

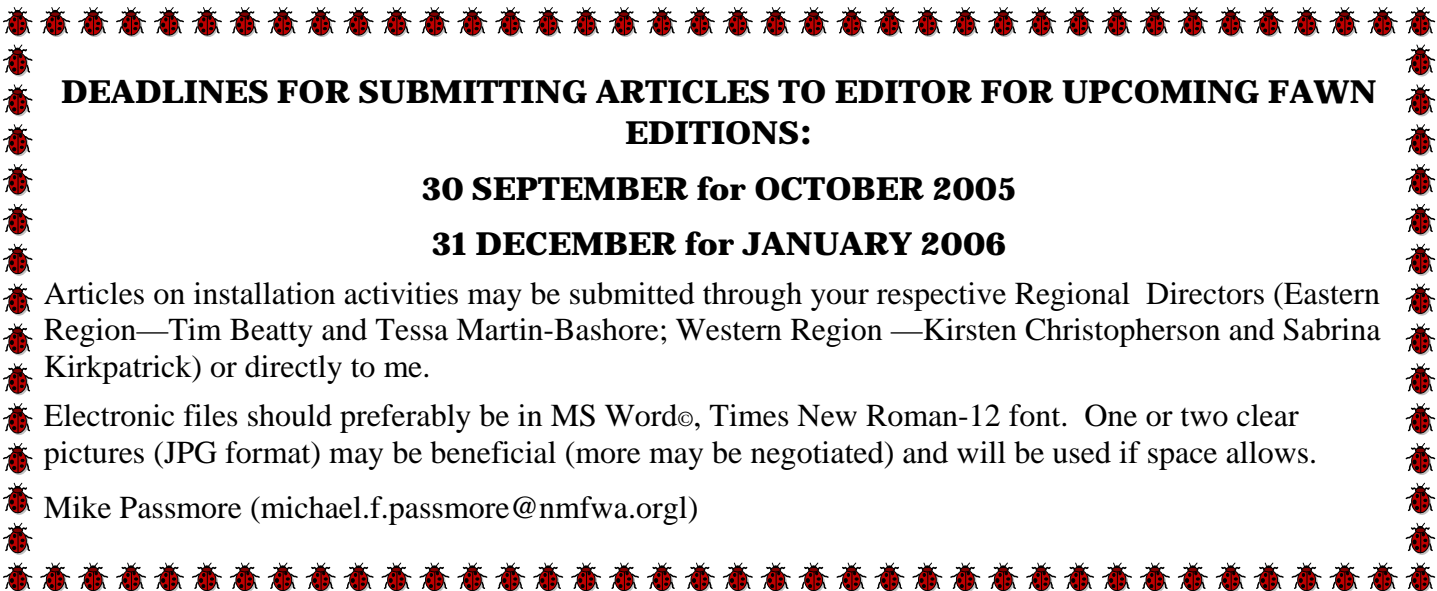
Steve Reidsma: This is his 8th Meeting, he's been in Alaska for 8 years now, working for Colorado State. Thanks members for voting to allow him and others to now be voting members.

Final Business:

Jim Bailey transferred gavel to new NMFWA President Jim Copeland. Copeland requested motion to adjourn. About 20 people responded... Vote: Unanimous.

Annual Meeting and Members Forum adjourned at 5:30 pm.

Respectfully submitted: Rhys Evans (President-elect), Kim Mello (At-Large Director)



DEADLINES FOR SUBMITTING ARTICLES TO EDITOR FOR UPCOMING FAWN EDITIONS:

30 SEPTEMBER for OCTOBER 2005

31 DECEMBER for JANUARY 2006

Articles on installation activities may be submitted through your respective Regional Directors (Eastern Region—Tim Beatty and Tessa Martin-Bashore; Western Region —Kirsten Christopherson and Sabrina Kirkpatrick) or directly to me.

Electronic files should preferably be in MS Word®, Times New Roman-12 font. One or two clear pictures (JPG format) may be beneficial (more may be negotiated) and will be used if space allows.

Mike Passmore (michael.f.passmore@nmfwa.org)

NMFWA Board of Directors Meeting Crystal City, Virginia March 18, 2005

Board of Directors members present:

Jim BAILEY, Terry BASHORE, Tammy CONKLE, Jim COPELAND, Rhys EVANS, Kim MELLO

BOD members absent: Tim BEATTY, Jim HESSIL, Robbie KNIGHT, Sabrina KIRKPATRICK, Tessa MARTIN-BASHORE, Michael PASSMORE

Others present: Scott SMITH, Ron SMITH, Thomas WRAY, Jim BEEMER, Junior KERNS

Meeting called to order at 7:09 am. A quorum was not present.

Regional Director-West Kirsten CHRISTOPHERSON arrived at 7:15, creating a quorum, however stated that she had a flight to catch, could only be present for 30-45 minutes.

Discussion/concern on attendance at NMFWA meeting of Board members. CONKLE suggested that the new Board members receive a letter from the President so that it could be given to their COs. BASHORE concurred. New BOD members are not given enough time between announcement of election results and start of meeting to convince COs of the meetings' value and to get travel orders approved. CONKLE again suggested that we move election forward by several months. A Bylaw change would be required.

BASHORE suggested that PEER be taken off front page of the website and put it under a different link. EVANS stated that there is not a "front page" link, although PEER is featured on secondary "links" page. Discussion followed, CONKLE will work with KNIGHT and others to look at revamping the website.

Motion (CONKLE): Review what is on the website and revamp if necessary for critical needs. Second (BASHORE). Discussion: A committee of CONKLE, MARTIN-BASHORE, and KNIGHT was appointed to review the website and make recommendations to the Board. Additional expense up to \$500 (for webmaster time) was amended to the motion. Further discussion about sending photos of installation training activities to CONKLE. New members were reminded to notify KNIGHT of appropriate address for their "...@nmfwa.org" e-mail address. CONKLE recommended that NMFWA Secretary send out to other conservation organizations the new Board of Directors names and titles and if member requests it, a letter to their CO. She suggested initiating this action in Sept-Oct. **Motion passed, unanimously.**

Scott Smith mentioned the T-shirts and suggested that we order more if there are requests.

And old topic, revisited:

Motion: BAILEY: support WMI 2006 meeting at the \$1500 level. CONKLE expressed objection, said that we already sent them \$25,000. EVANS and MELLO expressed support. **BAILEY withdrew the motion for later discussion.**

CHRISTOPHERSON expressed regret that she had to leave for airport. No quorum at 0748.

Thomas WRAY said that we are locked in with WMI until 2007, they may soon ask us to commit to meetings through 2009. Discussion followed regarding options.

New BOD Meeting — continued

COPELAND suggested that we have an ad hoc committee to investigate options of “going it alone.” EVANS agreed to chair, BAILEY and Ron SMITH agreed to participate.

BAILEY suggested to tie in with the ITAM Conference and discussed some ideas. He noted that Kansas State University does the coordination of the ITAM Conference. MELLO asked about the host committee doing the arrangements and there was discussion about the need for this to be done one year in advance. Ron SMITH will check out what the Army Reserve Cmd does for their conferences. He thought costs for 100 people was ~\$10K. Jim BEEMER suggested checking with the National Guard Bureau on how they do their conferences. He also suggested looking into sponsorships from other conservation organizations (Wild Turkey Assn, Ducks Unlimited, etc.).

Banquet and Show and Tell Changes: EVANS suggested having the banquet on Wednesday. Additional changes to scheduled recommended – require (or strongly encourage) new BOD members to attend Sunday meeting. Cancel Tuesday “New BOD meeting.”

By-Law Changes: Discussion of a possible, new Central Region. This would require expansion of BOD by two members.

BASHORE discussed some of next years’ program: Marian LICHTLER from Avon Park, FL agreed to be the AV coordinator next year. MELLO pointed out that she also agreed to be the Awards Committee Chair. Coralie COBB agreed to do Show and Tell. Dick GEBHART will take care of door prizes. Tessa MARTIN-BASHORE will take care of the photo contest.

Discussion about hotel rates and members who had complained about this. Short answer, there’s really nothing NMFWA can do, other than the previous discussion of organizing independent meetings.

Proposed tech sessions for next meeting: small mammals and bats; prescribed burning; big game and furbearers; operators; managing the mission; grab bag; noise and wildlife; Invasive Species (fauna). No host committee - possibility identified from Wright Patterson; they may be able to host a field trip. Maybe someone at BHE would volunteer or someone from Ohio National Guard? Also, check with members in Northern Kentucky.

WRAY asked for ideas for WMI 2006 Program. Reminded that subjects must be policy oriented. Jim Beemer and Junior Kerns will assist with ideas.

Meeting adjourned at 8:51 am (No quorum, so no formal motion to adjourn).

Respectfully submitted: Rhys Evans (President Elect); Kim Mello (At-Large Director)

Action (?) shots from NMFWA banquet in March 2005:

Nominations Committee Report

The Nominations Committee began soliciting candidates for 2005 elections during the 2004 NMFWA Annual Conference and Training Session in Spokane, WA. Eight potential candidates were identified before the close of the meeting. Additional candidates were solicited via phone calls, e-mails, arm-twisting, and an announcement in the October 2004 issue of *The Fawn*. The final ballot consisted of 15 candidates for 6 positions. The offices scheduled for election were President-Elect, vice President, Secretary, At-Large Director, Regional Director-East, and Regional Director-West.

Candidate bios, statements, and digital photographs of each candidate were posted on the NMWA website. Voting members were given the option of either casting their votes on-line or printing the ballot and mailing it to the Nominations Chair. The election was conducted from 30 January thru 4 March 2005 in conformance with the Association by-laws. Notice of the election was posted in the January 2005 issue of *The Fawn* and on the NMFWA website. This served as the official announcement of Association elections. E-mail reminders were sent to the membership approximately one month and again one week before the close of voting.

A total of 94 ballots were received and verified to ensure voting eligibility; this resulted in one vote being thrown out. All votes except one were submitted electronically. Most of the races were closely contested, and fewer than five votes separated several of the candidates. The board members elected to each office are shown below. An e-mail announcing results was sent to each candidate prior to the NMFWA meeting; election results were also posted on the NMFWA webpage.

President-Elect – Rhys Evans
Vice President – Terry Bashore
Secretary – Jim Hessil
At-Large Director – Robbie Knight
Regional Director-West – Kirsten Christopherson
Regional Director-East – Tessa Martin-Bashore

I wish to extend my appreciation to all candidates who stepped forward to run for the available offices. Although only one person could be elected to each office, all received a substantial number of votes and should consider running again in the future. Candidates can take several steps to become more competitive and get better known among the membership. I especially recommend making technical presentations and volunteering to serve on committees and working groups.

A separate item on the ballot was a motion on whether to give voting status to full-time contractors involved in natural resource management on military installations. This motion passed with two-thirds majority of the responding voting membership as required by the Association by-laws.

Chester O. Martin, Nominations Chair and Immediate Past President

Please send your email address to Michael.Passmore@nmfwa.org. You can save thousands in postage and printing and help us send you important news between FAWN issues.





Bat Working Group Report

The National Military Fish and Wildlife Association (NMFWA) Bat Working Group met during the NMFWA Annual Meeting and Training Session in Spokane, WA, on 14 March 2004. The session included a short business meeting and several presentations on bat research and management on DOD installations. A summary of FY03/04 activities was presented, including NMFWA participation in regional workshops, installation presentations at professional meetings, and results of the Bat Conservation International (BCI) Bats and Forests Workshop, held in Hot Springs, AR, on 10-12 March 2004. A total of 56 participants signed the NMFWA working group roster, but a high count of 70 was recorded in the room at one point during the session. There are currently 96 members on the roster representing over 70 installations and numerous other government and non-government offices. Tom Glueck, Fort Leonard Wood, MO, was elected as the new Recording Secretary for the working group.

Presentations at the NMFWA Bat Working Group meeting were as follows:

Amy Henry – “Management of Indiana Bats and Gray Bats at Fort Campbell: Successful Co-existence of the Army and Endangered Species”

Joe Haffner – “Indiana Bat Survey at Iowa Army Ammunition Plant”

Richard Lance – “Acoustic Surveys of Bats at Fort Knox, Kentucky, Using the Anabat II Detector System and Associated Software”

Michael O’Farrell – “A Continuously Operating Acoustic Monitoring Stations at the Moapa National Wildlife Refuge, Clark County, Nevada”

Chester Martin – “Application of Thermal Infrared Videography for the Study of free-Flying Bats”

Michael O’Farrell, O’Farrell Biological Consulting, also gave a presentation on bats as part of Technical Session 3: Basic Biology, Modern Technology. His presentation was “Use of Continuously Operating Acoustic Monitoring Stations for the Study and Evaluation of Bat Populations.”

2004/05 Bat Happenings

Several important meetings were held during the reporting period. A workshop on “Wind Energy and Birds/Bats” was held in Washington, D.C. on 18-19 May 2004. This workshop was discussed in the January 2005 issue of *The Fawn*. A technical interactive forum titled “Indiana Bat & Coal Mining” was held in Louisville, KY, on 16-18 Nov 2004. Check the following website for forum details: www.mcrcc.osmre.gov/bats.

NMFWA personnel attended regional working group meetings in the Northeast and Southeast. The Northeast Bat Working Group annual meeting was held on 4-6 January 2005 at Berkeley Springs, WV. The Southeastern Bat Diversity Network annual meeting took place at Paris Landing, TN, on 17-18 Feb 2005. NMFWA biologists were also involved in state bat working groups. An important happening during 2004 was the formation of the Tennessee Bat Working Group, which met for the first time in on 9 Nov 2004 in Nashville, TN. John Lamb, Arnold Air Force Base, was instrumental in forming the working group and was selected as its first Chair. Also, I was reelected as Chair of the Mississippi Bat Working Group at our annual meeting on 10 Feb 2005 and was presented with an award in my name in recognition of outstanding contributions to bat conservation, management, and education in Mississippi.

Richard Lance, Bruce Sabol, and I attended the 34th Annual North American Symposium on Bat Research (NASBR) in Salt and made several presentations regarding bat research on military installations. I was elected as a federal representative to the North American Bat conservation Partnership (NABCP) Executive Committee, which meets in conjunction with the NASBR. The NABCP is an alliance of working groups, bat researchers, non-governmental organizations, and state and federal agencies from Mexico, Canada, and the United States dedicated to promoting, fostering, and coordinating bat conservation, research, and education efforts throughout North America.

The Army Threatened and Endangered (T&E) Research Program, U.S. Army CERL, Engineering Research and Development Center (ERDC) has initiated several new research projects dealing specifically with bats. These projects, to be conducted by CERL and Environmental Laboratory (EL) personnel include the following:

- “Innovative Techniques for Monitoring Indiana Bat Maternity Populations” – Matt Hohmann, CERL
- “Identification of Associations Between Indiana Bat Maternity Populations on Army Installations and Hibernation Sites” – Matt Hohmann, CERL
- “Assessment of Intercolony Genetic Structuring in the Gray Bat” – Rick Lance, EL, WES
- “Gray Bat Inventory and Monitoring” – Bruce Sabol, EL, WES
- “Basic Audiology and Physics Aspects of Blast-Induced Threshold Shifts in Bats” – Larry Pater, CERL

I am aware of several installations that have bat surveys and management actions underway. Fort Knox and Fort Campbell, KY, have recently sponsored bat surveys, with emphasis on Indiana bat (*Myotis sodalis*) and gray bat (*M. grisescens*) populations. A gray bat survey, using mist-nets and Anabat, and habitat suitability evaluation was conducted at Fort McClellan National Guard Base, AL. Cave population monitoring and bio-monitoring associated with conservation of gray bats and Indiana bats is ongoing at Fort Leonard Wood. Multi-taxa studies, including surveys for bats, are planned for four Ohio Army National Guard sites. The Mississippi Army National Guard is conducting a two-year study to survey bats and develop management plans for Camp Shelby and Camp McCain, MS. Naval Air Station, Meridian, MS, has initiated a survey of bats and their habitats, with emphasis on state-protected species, southeastern bat (*M. austroriparius*) and Rafinesque’s big-eared bat (*Corynorhinus rafinesquii*), that roost in elongated culverts beneath airstrips. Fort Hood, TX, has initiated a cave restoration and protection project for a maternal colony of cave bats (*M. velifer*); this is one of the largest known colonies in the state. Additionally, bat surveys are underway at Fort Bragg, NC, and will soon be conducted at Fort Chafee, AR. There likely are additional bat projects being conducted at other installations across the country. Installation personnel are invited to notify the NMFWA Bat Working Group of their activities and should consider writing articles for *The Fawn*. Information about bat projects can also be posted on the NMFWA website.

Upcoming Meetings and Training Sessions

2nd Annual Meeting of the Western Bat Working Group, 30 Mar-2 Apr, Portland, OR.
Refer to the following website: www.wbwg.org/portland.htm.

2005 Bats and Mines: Past, Present and Future Management of Mines and the Bats that Depend on Them, 3-5 May 2005, Reno, NV. Check BCI website (www.batcon.org).

continued..... page 14

Bat Working Group — continued

The Wildlife Society – Western Section: Natural History and Management of Bats Symposium, 17-19 Oct 2005, Sacramento, CA. Check TWS Western Section Website (www.tws.org), or get in touch with Rhys Evans.

BCI Field Study Workshops (see www.batcon.org):

Arizona workshops: 3 sessions, beginning 23 May, 28 May, and 2 June 2005

Pennsylvania workshop: Session begins 14 Aug 2005.

BCI Acoustic Monitoring Workshop: Pennsylvania, begins 18 Aug 2005.

2005 Working Group Meeting

A fourth Bat Working Group Meeting will be held as part of the 2005 NMFWA meeting in Arlington, VA. The meeting is scheduled for 1700-1800 hrs on Tuesday, 15 March, in Grand Ballroom H of the Marriott Crystal Gateway Hotel. Because of the reduced time allotted for the meeting, the session will primarily consist of a business meeting and election of the next Working Group Chair.

Chester O. Martin, Chair
NMFWA Bat Working Group

All you batty peoples !!

There will be a session on bat conservation and management during the 2006 NMFWA meetings in Columbus, OH. Rick Lance (session chair) is looking for presenters who would like to speak about bat management, studies, or other actions undertaken on DOD installations. Please contact Rick Lance (e-mail: otus@bellsouth.net; tel: 601-634-8650; post: 145 Lake Side Dr., Vicksburg, MS 39180).



Roadkill Haiku

Unidentifiable

Who could possibly?
Determine its origin?
Maybe by the smell?

* Panhandle Dessert *

On Munson Highway
Freshly dead armadillos
My fork is ready

T. Thom



Invasive Species Working Group Report

16 March 2004, Doubletree Hotel, Spokane, Washington

Introduction: Co-chair Dick Gebhart called the third annual meeting of the ISWG to order at 0800 hrs. An agenda was handed out. Everyone was also asked to sign in and answer a few questions on a spreadsheet. Approximately 61 people were in attendance.

Old Business: Minutes from last year's meeting were previously approved via email.

New Business:

1. Kim Mello provided a brief update on activities of the ISWG Website Committee and the ISWG Database Committee.
2. Kim Mello announced the following items:
 - A. Jeanne Dye was unavailable to discuss results of the invasive species survey she has been working on for the past year.
 - B. Feedback regarding changes, suggestions, and new topics for next year's meeting is welcome. Please email suggestions to Kim, Heidi, Dick, or Brian.
3. Guest Speakers: In 2003, the ISWG sponsored a technical session related to invasive species that was well received. For 2004, the ISWG opted for more guest speakers during the meeting instead of sponsoring a dedicated technical session. We were fortunate to have the following speakers and diverse topic areas:
 - Dr. Chris Whelan from the Illinois State Natural History Survey provided information related to the negative interactions that occur between red imported fire ants and the endangered black-capped vireo at Fort Hood, Texas.
 - Mr. Robert Decker, HQDA, ODEP, discussed strategies for working toward control and management of invasive species. Given the current funding challenges, he suggested options that included (1) developing relationships between endangered species and invasive species that would support work for invasive species control and management as well as (2) using agriculture outleasing funds to directly work on invasive species issues.
 - Dr. Mary Anderson, Air Force Center for Environmental Excellence, Brooks Air Force Base, discussed the AF invasive species strategy and use of the National Park Service's Handbook for ranking invasive species for management and control.
 - Mr. Tom Poole, Fort Devens, discussed their work related to spotted knapweed and grassland bird habitat.
 - Mr. Kim Mello, Fort McCoy, discussed biocontrol permitting and provided interested parties with an example permit application that could be used to support site and species specific biocontrol introductions.
4. Future Agenda Requests: Kim closed the session with requests for topics on invasive flora and fauna that the group would like to see covered at next year's meeting. Some of the suggestions are as follows:
 - * Presentations from installation personnel on specific lessons learned or experiences
 - * Funding resources
 - * Legal requirements for invasive species management

Begin planning now for a formal presentation at next years NMFWA meeting; Submit invasive species topics to Kim Mello, Heidi Howard, Dick Gebhart, or Brian Hostetter. There is never a better place to begin drawing attention to your efforts than in your own backyard.

Respectfully Submitted: Dick Gebhart, Brian Hostetter, Heidi Howard, Matt Hohmann, and Kim Mello

essential for carrying out a successful program. Available and trained sponsors and volunteers are also necessary. Limited installation access following 9-11 had a significant negative impact on hunting and fishing, including disabled hunts, but restrictions have now been relaxed on many installations.

I had planned to give a presentation titled “Disabled Sportsmen: Issues and Opportunities on DOD Installations” at the 2005 NMFWA Natural Resources Training Workshop. However, I had to withdraw my presentation due to health problems. I think that we should consider collecting additional information and making the presentation at a future meeting. Other recommendations are as follows: (1) develop a questionnaire that can be published on the NMFWA webpage, (2) publish articles on disabled sportsmen activities in *The Fawn* (an excellent article was recently received on the Fort Leonard Wood angler project), (3) request articles and guidelines from PVA and other organizations for the website and newsletter, (4) propose a technical session on Disabled Sportsmen Activities for the 2006 NMFWA meeting, and (5) work with PVA to develop an SOP for equipment and donations.

Chester O. Martin, Chair

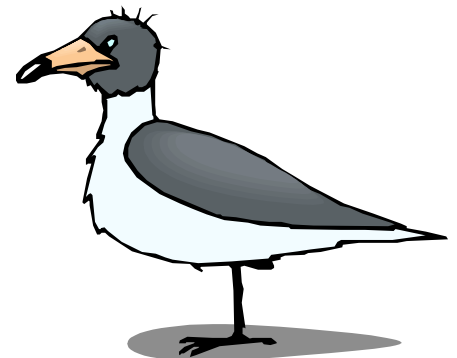
Smithsonian Institution Bash Identification Program

The Smithsonian Institution's Museum of Natural History is in the process of developing a database of DNA sequencing for birds of North America. This database will be used in identifying bird strike remains found on military aircraft. Many bird strikes result only in blood smears without containing feather fragments used in traditional feather structure identification. This DNA analysis will allow for more complete bird strike remains identification resulting in additional species identification to be used in airfield management and flight crew awareness.

Here is where you can help. I know that all good biologists pick up dead wildlife specimens and place them in a freezer somewhere either at the work place or at home. Well here is your chance to clear out your freezer and give them to a great cause. Dr. Carla Dove at the Smithsonian's Feather Lab has a list of the North American species of birds that she still needs to complete the project. Contact her at Dovec@si.edu for the complete list. You will be surprised at some of the common species still required. The prepared specimens in the collections will not work for this project, only fresh ones. These fresh birds must also be in good condition since the entire bird will be prepared as a voucher specimen. Include with all birds, complete data including date, location and collector.

So come on fellow biologists, donate those dead frozen bird bodies in your home freezer and get back into good graces with your family.

If you have any questions regarding this request, please contact me, Matthew Klope, Navy BASH Program Manager, matt.klope@navy.mil or (360) 257-1468, DSN 820-1468.





Future Meeting Arrangements

At the Crystal City meeting, the Board of Directors was asked to once again investigate other opportunities for our annual meeting. Honestly, we've done this before, and we'll probably do it again. As background, I can tell you that just about every year, participants complain about the location, hotel cost and other factors involved in our meeting. Those factors are all currently controlled by our associates at WMI, the Wildlife Management Institute.

We recognize that many of our members would prefer tents to Marriotts; or at least Holiday Inns to Omni-Shorehams. And we of course recognize that the costs of hotel rooms (\$205 per night plus tax in Virginia) are a challenge for many of us as we develop our training budgets.

We further recognize that the policy-oriented focus of WMI may not be quite as cool as the biology focus of other groups. But policy is important, and it's quite significant that we have maintained a great relationship with WMI. We DO have the ability to provide input into their program each year. Finally, it's crucial to point out that we have a reputation as a vital part of the annual "North American" conference, and our presence at the North American clearly shows high-level administrators that there is a professional staff of resource managers on "our" 25 million acres.

That said, we're committed to meeting in conjunction with WMI through 2007 (Columbus OH 2006, Portland OR 2007), and the NMFWA Board of Directors intends to extend our commitment through 2009. The services provided for us by WMI are worth hundreds of hours and thousands of dollars.

I was tasked with chairing an ad-hoc committee to look at future meeting options. Changing to meet in conjunction with another group, or possibly "going it alone." This job is not done; the committee will still look at options for 2010 and beyond. However, for a variety of reasons, we're comfortable staying with WMI for a while longer. Some of those reasons include:

- Concerns about Official Endorsement letters – we've set a precedent with WMI
 - Concerns about the JSEM Conference, and how that might threaten our very existence
- Other groups may not be able or willing to help us (TWS, for example, gave me a polite "no thanks, we've got too much going on already." Besides, TWS meets annually at the end of September, which I've complained about many times).

There is, of course, the possibility that NMFWA organize and sponsor a meeting entirely independently. Honestly, that scares me! While there are many advantages (perhaps that's a future article), not only would it be a TON of work, it could be a huge financial liability on the association – one badly attended meeting, caused by budget shortfalls, BRAC, terrorism, or any number of other things and our association could go bankrupt. On that cheerful note, I'll conclude for now. Please feel free to contact your Regional Directors or me if you have any brilliant ideas.

Rhys Evans, President-Elect

Notice:

Because of our recent focus on electronic versions of *The Fawn*, some of our members have suggested that a format change to the single column style you see in this issue would allow for easier reading on the computer. Feel free to let me know what you think about this format vs. the 2-column style I've been using.

Thanks!

—Editor



Roundup Ravages Riparian Residents !!



PITTSBURGH -- The herbicide Roundup is widely used to eradicate weeds. But a study published today by a University of Pittsburgh researcher finds that the chemical may be eradicating much more than that.

University of Pittsburgh assistant professor of biology Rick Relyea found that Roundup, the second most commonly applied herbicide in the United States, is "extremely lethal" to amphibians. This field experiment is one of the most extensive studies on the effects of pesticides on non-target organisms in a natural setting, and the results may provide a key link to global amphibian declines.

In a paper titled "The Impact of Insecticides and Herbicides on the Biodiversity and Productivity of Aquatic Communities," published in the journal *Ecological Applications*, Relyea examined how a pond's entire community -- 25 species, including crustaceans, insects, snails, and tadpoles -- responded to the addition of the manufacturers recommended doses of two insecticides -- Sevin (carbaryl) and malathion -- and two herbicides -- Roundup (glyphosate) and 2,4-D.

Relyea found that Roundup caused a 70 percent decline in amphibian biodiversity and an 86 percent decline in the total mass of tadpoles. Leopard Frog tadpoles and Gray Tree frog tadpoles were completely eliminated and Wood Frog tadpoles and toad (*Bufo*) tadpoles were nearly eliminated. One species of frog, Spring Peepers, was unaffected.

"The most shocking insight coming out of this was that Roundup, something designed to kill plants, was extremely lethal to amphibians," said Relyea, who conducted the research at Pitt's Pymatuning Laboratory of Ecology. "We added Roundup, and the next day we looked in the tanks and there were dead tadpoles all over the bottom."

Relyea initially conducted the experiment to see whether the Roundup would have an indirect effect on the frogs by killing their food source, the algae. However, he found that Roundup, although an herbicide, actually increased the amount of algae in the pond because it killed most of the frogs.

"It's like killing all the cows in a field and seeing that the field has more grass in it -- not because you made the grass grow better, but because you killed everything that eats grass," he said.

Previous research had found that the lethal ingredient in Roundup was not the herbicide itself, glyphosate, but rather the surfactant, or detergent, that allows the herbicide to penetrate the waxy surfaces of plants. In Roundup, that surfactant is a chemical called polyethoxylated tallowamine. Other herbicides have less dangerous surfactants: For example, Relyea's study found that 2,4-D had no effect on tadpoles.

"We've repeated the experiment, so we're confident that this is, in fact, a repeatable result that we see," said Relyea. "It's fair to say that nobody would have guessed Roundup was going to be so lethal to amphibians."

Joseph T. Collins (jcollins@ku.edu)

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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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