



FAWN



FISH AND WILDLIFE NEWS

A NEWSLETTER OF
THE NATIONAL MILITARY FISH AND WILDLIFE ASSOCIATION

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JANUARY 1992

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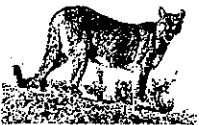
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THE WILD SIDE

Slader Buck, NMFWA President



It's just a few months until our upcoming meeting in Charlotte, North Carolina and we hope that you will attend. It will be an interesting and useful program. For my money, this is the most important meeting a DoD employee working in wildlife/fish/resources management can attend. Why? Because it is the one time we get together and discuss concerns and solutions specific to working with natural resources in DoD.

An exciting part of being "visible" in the NMFWA is that you have the opportunity to talk to others. A lot of interesting things come up, some of them repeatedly. One of these is the ongoing "battle" over our recognition as professionals. Just about everyone has a specific case where their input and effort were regarded as less than that of others on the team. There often seems to be a feeling that we are not equal.

Terms become vogue, then get old. "Professional" is one of these (right

behind "excellence"). With everybody from Realtors to Carpet Cleaners calling themselves "professional", it loses its meaning.

Attitudes, however, get ingrained. For some of us, our first introduction to the attitude that what we do is less than professional occurred when we announced to relatives and friends that we would spend our careers in wildlife/fishery biology or a related field. The response was something like "Oh, you're going to be a ranger!". Translation = you are going to spend your life running around in the woods. Right. And the corollary: you will be willing to do it for nothing.

That was amusing then, but that impression seems to have carried into today's working environment. As most of us are aware, there are still individuals in other disciplines who view our occupation as a step or two below professional and as a consequence, our input is viewed as less important than theirs. This attitude is changing, but slowly.

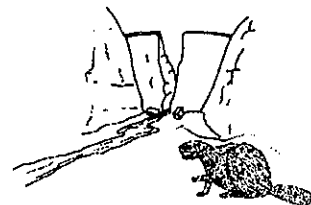
Admittedly, we have been part of the problem. As a whole, we have done a poor job of selling our profession. This is evident when, after explaining how your work supports the mission, you get the "Gee, I never knew that you did all that" response from a co-worker.

There are professions that seem, in the eyes of many, to deserve a little more respect. Physicians come to mind. Engineers, to some, probably due to the feeling that all that math makes for importance. Has anybody taken a good look at the statistics and computer training necessary for a biologist lately? There is an interesting story along these lines. A couple of biologists who worked for a large utility company in the west noticed that the engineers enjoyed a higher pay status. Feeling that this wasn't equitable, they talked to management. They addressed the issue as: They worked four years for their degree (so did we), they have a professional society with peer reviewed journals (so do we), etc. In every way except pay, the resources people were professionals doing an important job and making an equal contribution. Therefore they should be paid the same. They were.

By the way, don't try this with your CPO. Federal regulations outlined in FPM 530, subchapter 3, provide procedures for establishing Special Salary Rates for Recruitment and Retention. For engineers, the justification is that without higher pay the government will not be able to recruit or retain good personnel. Is this

starting to sound familiar? Why not for resource professionals?

The point is this. We need to take every opportunity to educate our co-workers and our Command that our work is professional. The next time you feel your input is not being considered, or someone makes a serious remark about "biologists", call them on it. Stand up for your work. Refuse to be considered as second class professionals.
Slader Buck



NOMINATIONS UPDATE

A list of nominees and ballots will be mailed to all voting members of the Association in late January. If you are unsure of your voting status, contact the Association President or Secretary/Treasurer. According to the Bylaws, voting members of NMFWA are full-time employees of the Department of Defense who are actively involved in fish and/or wildlife management of DoD installations.

Anyone interested in being a candidate for an Association office should contact Slader Buck, Association President and chair of the nominations committee immediately.

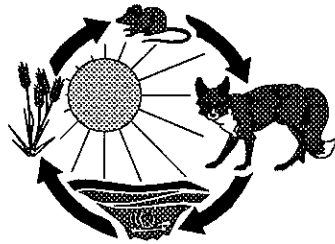
OPINIONS SOLICITED FOR FAWN COLUMN

As the FAWN has developed during the past few years, several regular features have appeared: The Wild Side, The Water Column, and Field Notes. We hope to develop a section featuring the latest from Washington and DoD. At this time the newsletter committee would like to promote an opinion column where NMFWA members could express their unofficial views and prejudices on matters they think might be of interest to other Association members. This section would appear under a heading such as "In my Opinion" or "As I See It" or "From My Viewpoint". Suggestions to the NMFWA Board or the editor are welcome.

To start things off, the current editor has expressed his personal opinion on professional appearance on page 12 of this issue of the FAWN. If you have any thoughts on this or other subjects that you would like to share with other NMFWA members, write them down (preferably typed in Courier 10 cpi) and send or FAX them to the editor. FAX number is DSN 584-2037, commercial 410-671-2037. *Rick Griffiths*

ECOLOGICAL SERVICES
A Defense Support Center

Fort Sill has opened one of the Army's first Public Works Centers. Within the Directorate of Public Works, the Natural Resources Branch opened an Ecological Services section on 1 October 1991.



Ecological Services is staffed to prepare Integrated Natural Resources Management Plans and similar documents. By the end of the year, we will also be staffed and equipped to support GIS operations which use GRASS software. GIS support will cover small items such as digitizing as well as complete turn-key operations whereby complete databases are prepared and stored at Ecological Services, and analyses are provided on request. We are also prepared to do environmental documentation of projects where natural resources are the focus.

Why would you want to use our services? Four reasons... service, quality, price, and minimal paperwork on your part. We are Army employees. We understand Defense missions, Defense regulations, Defense programs, Defense politics, and the thinking of persons you are trying to satisfy with your programs. The things you might ask us to do for you are things which we are doing for ourselves at Fort Sill. We have every reason to do you a good job. As go Defense natural resources programs, so go Fort Sill natural resources programs.

Do you get tired of contractors high prices and then having to do the work for them after you pay through the nose? You don't have to tell us how the military operates and what an Integrated plan looks like. We wrote the model plan for the Army. Tired of detailed scopes of work and huge engineering design costs on them? We are willing to do jobs on a handshake if this suits you. Tired of spending a lot of money and then arguing whether the scope of work really said the right thing. We have an unbeatable quality control system. If we don't deliver, you can trash our reputation throughout Defense at any one of a number of meetings or through a variety of publications.

Concerned about not being able to justify a GIS operator full time, yet not being able to live without one? We are in that boat

here, and we have the largest program in Defense. Let us solve that problem for you. Together, we can afford the very best talent to give us the GIS outputs we need.

If any of these items interest you, give Gene Stout a call at DSN 639-4324 or (405) 351-4324. We will give you a price that beats virtually any other and deliver what we promise.

PUBLICATIONS AVAILABLE

Fort Wainwright Reports

Population Dynamics of Black Bear Populations, Fort Wainwright, Alaska by John Hechtel, Alaska Department of Fish and Game, summarizes the results of a 3-year study at Fort Wainwright. It contains information on home range size, denning sites, reproduction, habitat use, and the effects of hunting and military activity on the bears. The investigators found that black bears in interior Alaska breed at older age and have a greater interval between litters than bears living in milder climates. The bears used a variety of habitats for denning sites; some even spent the winter in nests on the surface instead of in dug dens. One 23 year old female was dug out of her den and eaten by a grizzly bear. Another female appeared to have been killed by an unidentified predator at her den site. Military activities were not impacting the bear population.

The Early History of Ladd Field, edited by Junior Kerns, is an account of the development of the airfield at Fort Wainwright from 1938 through 1943. It consists of narratives compiled by several unknown authors with explanatory/clarification notes added by Junior Kerns.

If you would like a copy of either of these Natural Resources Reports, contact Junior Kerns, Natural Resources Office, ATTN: AFVR-FW-DENR, Fort Wainwright, AK 99703-5000; DSN 317-353-6249.

Red-cockaded Woodpecker Workshop Proceedings and Bibliography

The proceedings of the April 1991 Department of Defense Red-Cockaded Woodpecker (RCW) Conference, held at Marine Corps Base Camp Lejeune, North Carolina, are available free of charge to any interested individual or organization. A detailed RCW bibliography, prepared by researchers at the University of Florida as a part of a larger RCW research project at Eglin AFB, Florida, is also available. Both of these publications were prepared

using Legacy Resource Management Program funds. A copy of both publications will be mailed soon to all attendees of the conference. Additional copies may be obtained by contacting Doug Ripley, Engineering and Housing Support Center, Natural and Cultural Resources Division (CEHSC-FN), Ft. Belvoir, VA 22060-5516, telephone: (703) 355-7969, DSN: 345-7969.
Doug Ripley

LAW ENFORCEMENT TRAINING

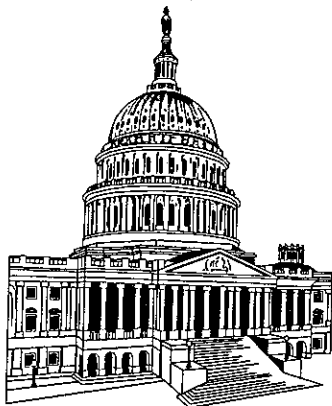
The 1991 NMFVA Law Enforcement Training Class was held at Fort Sill in September. There was good attendance from all branches of DoD. Attendees came from both small and large Installations with a good mixture between civilians and military police.

Instructors included Dave Hall from the U.S. Fish and Wildlife Service, Bill Cook, Federal Law Enforcement Training Center, and Mike Gabbard, Oklahoma Department of Wildlife Conservation. Special thanks goes to Jeff Trousil for his help in setting up the course.

The 1992 course will be held at Eglin Air Force Base, Florida. For information on this course contact Bob Wessels or Cy Hopcek at DSN 872-5431, commercial 904-882-5431. Glen Wampler

NEWS FROM THE TOP

Legacy Resources Management Program Update
L. Peter Boice, Deputy for Natural Resources, Office of the Deputy Assistant Secretary of Defense (Environment)



A great deal has happened with our Legacy program since August:

* We submitted our report to Congress (copies should be available through regular channels soon).

* We developed and issued guidelines for demonstration projects for FY 92 funding. You should have received draft guidelines in early October, and a final package by early November. I expect only minor modifications for next year's guidelines, so we should be able to get our "call for projects" to you earlier.

* Legacy was funded at \$25 million for FY 92. Several projects we're not too happy about were "earmarked," so actual funds available for our discretion are closer to \$23.4 million.

* Your response has been overwhelming. More than 600 projects are currently being evaluated. I understand that some of this response results from your not knowing quite what we are looking for. In some cases, this is because we don't know what all the possibilities are until we actually see project submittals. But where possible, we will continue to work to more clearly "define Legacy."

To ensure all your proposals are fairly evaluated, I extended the Services' deadline for submitting projects to our office to December 16. This will mean a slight delay in getting funds out, but we're still shooting for mid-January. The alternative was not allowing adequate time for project evaluation and integration.

The exact break out of funds won't be determined until mid-December. It is contingent on the number and scope of integrated "DoD-wide" projects we receive. I anticipate most of these projects will also result in funds going to the field; e.g. to multi-installation projects.

Project funding is also contingent on ongoing commitments; e.g. to task area managers, multi-year projects, publications (reports, brochures), and other administrative costs. The bottom line? Expect your Service (Army, Navy, Air Force) to receive approximately \$4-5 million for demonstration projects in FY 92.

If you don't get any projects funded this year, try again next year. We will be reevaluating our needs for demonstration projects on a continuing basis. Because one of the goals of Legacy is to institutionalize our natural and cultural resources programs throughout DoD, I want Legacy to reach out to as many installations as possible during the next 4-5 years. How do you increase your chances of Legacy funding? I'll provide some hints in a future issue.

I'd like to provide a forum for regular communications between you, our "front line troops," and those of us responsible for policy issues that ultimately have a direct impact on your programs. Whenever possible, I'd like to respond to your questions, funneled through this newsletter. Peter Boice

Defense Natural Resources Council / Defense Cultural Resources Council Joint Resolution

The following resolution was adopted by the DNRC/DCRC at their last meeting and forwarded to Mr. Baca:

The Defense Natural Resources Council (DNRC) and Defense Cultural Resources Council (DCRC), meeting in joint session, requests that the Deputy Assistant Secretary of Defense (Environment) pursue a change to the DoD hiring freeze waiver to include natural and cultural resources professionals along with environmental personnel, and, that a waiver be pursued for personnel ceilings that limit the hiring of additional natural and cultural resources personnel.

It should be noted that the Senate Report for the Defense Appropriations Act for FY 1991 contains recommendations in regard to natural and cultural resources staffing. It should also be noted that base closures, increased demands on training land and new legislative initiatives have all added to the work load of natural and cultural resources personnel without a concomitant increase in staffing or other resources.

Challenge, Encouragement Offered by Jacqueline Schafer at NMFVA Awards Banquet

The following was extracted from the remarks offered by the Honorable Jacqueline E. Shafer, Assistant Secretary of the Navy (Installations and Environment) at the 1991 NMFVA Awards Banquet.

Our future environmental effectiveness will be measured by three benchmarks -- leadership, stewardship and commitment. DoD has an obligation to be an environmental leader.

As the Department begins its downward adjustment, it will do so at a time when our environmental responsibilities are only bound to increase. Fortunately, the funding for environmental restoration and compliance is increasing. This means that the department's fiscal resources are starting to catch up with our growing environmental requirements. Our job -- your job -- is to ensure that our fiscal resources, like our natural resources, are managed properly and wisely.

Leadership in environmental compliance and natural resources conservation is an absolute must for every command. Why? First, from a moral perspective, it's the right thing to do. Second, from a practical perspective, if we don't take care of the environment, its use will be

denied to us and we won't be permitted to perform our military missions.

We can choose to become federal environmental leaders on our own terms, or to be led by regulation and enforcement. We can lead or we can be forced to follow -- the choice is ours.

In natural resources, you establish leadership the old-fashioned way -- you earn it, every day, by your own good performance. That's the key in the long-run, I believe, to becoming a Federal environmental leader. The key lies in developing the personal commitment of our people. Just as we develop their military expertise, we need to develop their environmental and natural resources expertise. We must show the way in DoD to do as President Bush has asked, "to make the preservation of the planet a personal commitment."

We need to develop and instill a sensitivity for protection, conservation, and restoration of the environment in every soldier, sailor, airman, marine, officer, and civilian professional, everywhere, one by one.

One of my top five environmental strategic plan objectives within the department of the navy, is to "integrate environmental awareness into all department of the navy planning, management and operations." Remember what Secretary Cheney has said, "defense and the environment is not an either/or proposition."

To be effective as a natural resources leader, you have to appreciate the dynamics of changing priorities and the relative importance of your function at your installation. On a DoD base, natural resources impacts must be balanced with military mission requirements and vice versa.

Herein lies the great challenge of credible natural resources leadership within DoD -- to resolve the dichotomy of using a resource and protecting it. As the recognized expert in natural resources matters on base, your job is to articulate the natural resources impacts that the base commander must consider. But you must also be prepared to offer practical solutions so that the base C.O. can accomplish his military mission as well.

You have to have a strategy and a plan to ensure that environmental and natural resources issues are considered in the daily decisions of your base, so that eventually, over time, DoD as a whole, will have institutionalized an environmental and

natural resources ethic in all our people and programs.

Next, each of you must play a personal role in fully integrating the environmental and natural resources function into the base decision-making process. In addition to being natural resources managers, you have got to be natural resources communicators.

We need to be careful that we keep our credibility, by showing that we understand the military and operational issues involved in base decisions. We can't be blind to the needs of our defense mission. You and I have to compete with other programs for scarce resources -- funding and staffing, and some visibility within the command. Your success in any arena depends on how well you can build your case.

Perhaps our greatest challenge lies in our ability to communicate our programs, our needs, our goals, our limitations. Each of you must be not just involved in the effort, but leading in the effort to nurture this personal commitment, by better communicating our environmental programs and priorities internally to our uniformed people, civilian employees and families. Work to help the "cannon cockers," pilots, tank drivers and ship drivers on the uniformed side of the house to better understand your professional perspectives and goals. Visit the ships, squadrons, platoons, and support offices on your base. Offer them specific opportunities to contribute to the natural resources program. Get them involved.

You also need to be students. Learn as much as you can about the military missions on your base. Your expression of interest will not only increase your credibility, and open the door for you to be involved in the decision-making process, it will also help you to provide more informed recommendations to your bosses on decisions that may impact ecologically sensitive areas. It may help you to better shape those decisions, too.

You must also communicate our story to the public -- to our neighbors in the civilian communities where our activities reside. Our environmental and natural resources programs are good ones; we need to convey our message on a regular basis.

Highlight what your command is doing to conserve resources, restore the environment, to prevent pollution, and to comply with existing regulations. Think of the basics. Be hospitable, invite people out to the base. Show them what you're doing. Most of all, show them

compatibility. Show them how your military capability and your environmental capability go hand in hand.

If you're doing a superb job with your natural resources program, integrating natural resources considerations across the scope of base missions, you're solving problems, educating base personnel, reaching out to the community, producing positive results, but no one other than you and your staff are aware of your achievements, have you really been successful? And how do you know? How do you prove it? In other words, how can DoD become an acknowledged federal leader in natural resources if no one is following our record of performance?

Recognize the media's interest in telling the environmental story and embrace their role as you would the contribution of your partners in any environmental project -- keep them informed and give them the opportunity to be involved. You've got to reach out so that when that proverbial tree falls, or new ones are planted, everyone hears about it!

So, give them credible, substantive material, don't waste their time or yours, -- and your local environmental stories -- whether they are news or feature -- should attract some local interest. Treat the reporters in your media market fairly, but as individuals, and work to meet their unique needs. Work with your PAO.

As public servants and custodians of federal lands we have an obligation to keep the public and our surrounding communities informed regarding our stewardship of the natural resources "behind the fences" at our bases. Possibilities for media coverage should always be under consideration.

Successfully managing your program means communicating. Communicating what you do, your goals, not just within DoD, but beyond DoD. I don't want to overemphasize communication -- you can't spend all of your time talking about your program -- you have to run it as well. Remember, performance determines our leadership.

Partnerships are important -- continue to cultivate relationships with schools, state natural resources agencies as well as regulators.

When we have environmental problems, we must work openly with the public and our regulators to create an atmosphere of genuine trust and to generate the communication necessary to solve existing

problems and prevent future problems. I cannot stress enough the importance of talking on a regular basis; talking with our counterparts from the base level and up; talking to local officials and citizens groups, the friends and the critics; talking with the state and regional environmental regulators; and especially, talking up the chain of command when help is needed.

Continue the dialogue with industry, conservation groups, private citizens, regulatory and other agencies. Solve problems in an open and cooperative way -- let the public know what you're doing. There may be fences at your base, but there are no fences in the environment.

You, and the work you do are important. On a daily basis, you give our program its energy and momentum. In a fundamental way, the day-to-day effectiveness and ultimate success of the DoD natural resources program depends on each of you. Our future success depends on the quality of individuals, continuity of purpose, and depth of effort over a period of time, not just the current person at the top.

In conclusion, please accept my thanks for your individual efforts to conquer the daily challenges of natural resources stewardship, and for your collective efforts to chart an effective course that will serve the Defense Department and the nation's environment well in the years ahead. Thank you.

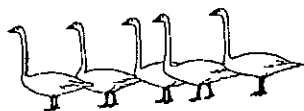
FIELD NOTES

Fort Riley Kansas

Natural Resources Activities at Fort Riley, Kansas were diverse in 1991.

Two significant projects have recently been developed at Fort Riley in the Land Management arena. Both fall under the general ITAM umbrella.

The first is a long term project aimed at developing and testing Tactical Concealment Islands and Corridors (TCI/TCC's). TCI/TCC's are areas of woody vegetation in training areas, either existing or planted, with man made protective barriers erected around their perimeter. The project was conceived by Dr. Bill Severinghaus at CERL and is being implemented by Dr. Ray Hinchman of the Argonne National Lab.



Several TCI/TCC shapes, as well as tree planting and barrier post configurations are being tested for their ability to provide tactical concealment cover for military vehicles. Various native and introduced tree and shrub species and ground covers are also being tested.

A monitoring program is being implemented on the existing three sites to evaluate military use, concealment capability, barrier effectiveness, tree growth and survival, and wildlife utilization. A fourth site, possibly testing several water harvesting techniques, is planned for development this year.

The second project involves developing hardened stream crossings for tactical vehicles in training areas. Repeated use of ephemeral and perennial stream crossing sites increases sedimentation, soil erosion on approaches to the crossings, the possibility of vehicle damage or disability, and reduces in-stream flow. This project, conceived by Dr. Bob Riggins of CERL, is being implemented by a local architect-engineer (AE) firm under a COE contract. The AE firm is surveying 39 crossing sites and developing construction specifications for hardened, low maintenance, all weather crossings. Fort Riley plans to use ITAM LRAM funds to construct several of the crossings this year. *B. Craig Phillips, Range Conservationist*

In response to the President's call to protect wetlands, Fort Riley contracted with the U.S. Fish and Wildlife Service to identify all wetlands on the post. That work is being accomplished using aerial photography followed up by ground-truthing and is expected to be completed by late 1992.

As part of the Legacy Resources Management Program, the Fort is renovating an existing 3-acre shallow wetland by reconstructing the earthen dam impounding it. An additional 2-acre wetland adjacent to the one being renovated will be created by diverting the drainage from the first into a low lying area that is being impounded.

The Fort is presently reintroducing ruffed grouse. Grouse were historically found in the Fort Riley area but were extirpated from the region in the late 1800's and early 1900's. The grouse being reintroduced are live-trapped in Central Minnesota under a permit from the Minnesota DNR. Up to 100 grouse will be released into Fort Riley's woodlands this fall.

To evaluate the status of other species that are vulnerable to extirpation in the

Fort Riley region (and throughout their ranges), the Fort has contracted with the U.S. Fish & Wildlife Service to determine what threatened and endangered species occur on the installation. The Service has found that 22 species which are either Federally or State listed or are being considered for federal listing either do or may occur on the post. Of those, only one federally listed species, the bald eagle, is known to occur. Four "Category 2" candidate species, the hairy false mallow, the Texas horned lizard, the migrant loggerhead shrike and the white-faced ibis have also been observed. *Herb Abel, Fish and Wildlife Biologist*

Fort Riley has planted ten acres of trees each year for the last three years. Seventy-six additional acres have been identified for future plantings. The predominate species planted has been black walnut. Other species planted include burr oak, black locust, green ash and hackberry. *John Barbur, Forester/Agronomist*

Ties between the Natural Resources and Environmental Branches continue to be strengthened at Fort Riley. One of the most important ties is anticipated to be the arrival of GRASS GIS software and Intergraph work stations at both branches. Natural resources implementation of ITAM's has been the driving force. Another important action of common interest has been the Environmental Branch's on-going Mission Environmental Assessment. Natural Resources Management activities are being reviewed under this NEPA "umbrella". *Dave Jones*

Naval Air Station Key West

Ms. Annie Simpkins is the new Natural Resources Manager at Naval Air Station Key West. The NAS has just hired a University of Florida graduate student to study the Lower Florida Keys marsh rabbit under a three-year contract. The NAS beaches at Key West were monitored throughout the turtle nesting season. A successful loggerhead turtle nest produced 30 hatchlings. NAS personnel are also educating contractors on how to prevent damage to manatees on the station. *Doug Lister*

Dare County Range, NC

The Dare County Range is assigned to Tactical Air Command (TAC), Seymour Johnson Air Force Base, North Carolina.

Red cockaded woodpeckers appear to be thriving in an atypical habitat at Dare County Range. They are found in pond pine

trees with a dense, impenetrable understory which defies foot travel. HQ TAC provided Dare Range with a helicopter flight for an aerial survey of known red cockaded woodpecker habitat adjacent to the Air Force impact area. Two U.S. Fish and Wildlife Service biologists assisted in the survey. The survey yielded 20 previously unknown cavity trees, all within 1.5 miles of the impact area. The 20 locations will be visited on the ground with the aid of specialized swamp vehicles, "Go-tracs", operated by the North Carolina Forest Service. *Scott R. Smith, Installation Forester*

1992 NMFVA TRAINING WORKSHOP AND ANNUAL MEETING

The Board of Directors has decided that the name of our annual get-together should reflect the priorities of the Association. We will now use

Training Workshop instead of the *Annual Meeting/Training Session* designation used in the past. Use of the title *NMFVA Training Workshop* when filling out training request/TDY paperwork should make it easier to get approval.

The 1992 *Training Workshop* will be held 1-3 April 1992 in conjunction with the 57th North American Wildlife and Natural Resources Conference (North American) which begins on Friday, 27 March and runs through noon, Wednesday, 1 April. All sessions, including the Associations, will be held at the Radisson Plaza Hotel and Convention Center in Charlotte, North Carolina.

A meeting announcement and pre-registration form will be mailed to all Association members in early January. All DoD natural resources professionals are encouraged to attend.

Please make sure that you register directly with the Wildlife Management Institute (WMI) as early as possible. However, when you fill out the North American registration form, put \$0.00 in the space for the \$85.00 registration fee and write in large letters, "Waived-NMFVA" otherwise they will bill you for the \$85.00. The only payment that should be submitted to the WMI is the \$30.00 banquet fee for the North American banquet (this is not the NMFVA banquet), if you plan to attend.

Registration for the NMFVA Training Workshop will include registration for the

North American. Total registration cost for both meetings will be \$100.00. The fee will be collected during NMFWA registration at the Conference on 1 and 2 April. The easiest way to handle payment is to include it as a reimbursable expense on your travel orders. Advance payment to the Secretary/Treasurer is also acceptable. There will be no discount for not attending the North American.

This year's NMFWA Awards Banquet will be held on Thursday evening, 2 April. The reception will begin at 1800 and dinner will be served at 1900. Estimated cost for the banquet is \$25.00.

Business meetings to be held in conjunction with the Workshop include a Board of Directors meetings at 1500 on Sunday, 29 March and immediately after the Business Meeting on Friday, 3 April. The 1992 NMFWA Annual Business Meeting will begin at 0800 on Friday, 3 April. It should be completed by 1100, leaving time for everyone to check out and catch the early afternoon flights home.

The Command policy sessions will be held on the afternoon of 2 April. DoD will lead off the afternoon with a one hour session beginning at 1300. The individual service breakout sessions will begin at 1400. This will be everyone's chance to remind the commands what life is like in the "real world".

Any questions regarding the Workshop should be referred to Junior Kerns at DSN 317-353-6249 or commercial 907-353-6249. Please note that these are new numbers. *Junior D. Kerns*

NMFWA TRAINING WORKSHOP AND ANNUAL MEETING AGENDA

APRIL 1-3, 1992

*Continuing to Bring It Down to the
Installation*

Sunday, 29 March 1992
1200-1500 NMFWA Registration
1500-1700 NMFWA Board of Directors
Meeting

Wednesday, 1 April 1992
0800-1200 NMFWA Registration
1300-1700 NMFWA Technical Session 1
1900-2100 NMFWA Reception /
Installation Show & Tell

Thursday, 2 April 1992
0800-0830 Registration
0830-1200 NMFWA Technical Session 2
1300-1400 DOD Workshop Session

1400-1700 Service Breakout Sessions
Air Force and Air Force
National Guard
Army and Army National Guard
Marine Corps
Navy and Coast Guard
1800-1900 NMFWA Banquet Reception
1900-2100 NMFWA Awards Banquet

Friday, 3 April 1992
0800-1100 NMFWA Business Meeting
1100-1200 NMFWA Board of Directors
Meeting

Partial List of Papers scheduled for Presentation*

*Efforts to Protect the Winter-run of
Chinook Salmon in San Francisco Bay -
Wade L. Eakle*

*Eagle River Flats Impact Area Waterfowl
Die-off Investigation and Results to
Date - William Gossweiler*

*Conservation of the Lower Keys Marsh Rabbit
at Naval Air Station Key West, Florida -
Annie M. Simpkins*

*CTS Technology: Supporting and Integrating
Natural Resource Management - William N.
Coron*

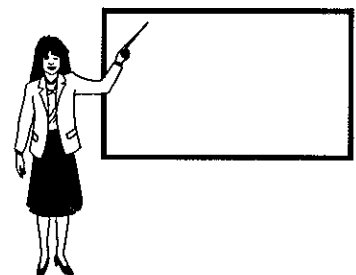
ITAM for Wildlife - Gene Stout

*Wetland Restoration in Chesapeake Bay in
U.S. Army Projects - Dr. Mary C. Landin*

*Dall Sheep Movements on Fort Greely, Alaska
- Ken Spiers*

Other presentations will include information about the Legacy Program, Neotropical Bird Management, DOD accounting for Fish and Wildlife Fee Collection, Wetlands Policy Changes, the North American Waterfowl Plan, and the Watchable Wildlife Program.

Late submissions are being considered for inclusion on the program.



AWARDS NOMINATIONS ARE DUE NOW!

**Changes Made in
NMFWA Awards
Program**

With the growing influx of nominations, there was a feeling that the awards might be more meaningful if a limited number were presented in clearly defined categories. The Awards Committee has defined the categories as follows:



Support - For persons not working directly with natural resources.

a. Military Support of Natural Resources. This award is for military personnel who, through their position, have given support to natural resources programs above the norm.

b. Civilian Support of Natural Resources. This award is for civilians who, through their position have supported natural resources above the norm. These individuals may be employed by DoD or a supporting agency.

Volunteer - May be a group or an individual.

a. Education. This award is to recognize efforts in natural resources education. Examples include interpretation, hunter education, school groups or interagency.

b. Management. This award recognizes volunteer efforts on installations which assist program managers in a variety of natural resource projects such as, but not limited to, research, nest boxes, plantings, fish habitat improvement and endangered species management.

Professional - For persons working in natural resources. they do not need to be working for DoD.

a. Management. This award covers all aspects of natural resources management. It may be lifetime achievements, special projects, or anything showing a high degree of dedication to the profession.

b. Law Enforcement. This award is to recognize any of the wide variety of professions dealing with fish and wildlife

law enforcement. This includes game wardens, JAG officers, lawyers, judges, etc.

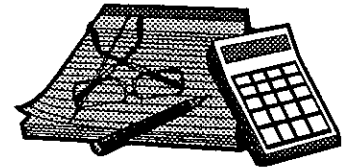
c. Technical. This award is to recognize the people who are critical to natural resource management but who often go unrecognized. These individuals may be tractor and heavy equipment operators, biological technicians, clerical, laborers, or anyone who provides technical services to a program.

There will be only one plaque given for each category. Runners-up may receive a certificate or letter from the Association President. Please consider the categories when you nominate a candidate.

31 January 1992 is the target deadline for awards nominations. Please send your nominations and suggestions for changes in the categories or awards procedures to: Alan Dyck; HQ, USAG, Fort Pickett; ATTN: AFZA-FP-E; Fish and Wildlife Mgmt; Blackstone, VA 23824 or FAX to DSN 438-2518. A nominations form is included on page 11 of this FAWN for your convenience. Alan Dyck

SECRETARY/TREASURER'S REPORT

Association membership has increased to 494. Following reimbursement of the funds advanced to cover the Law Enforcement Course, the treasury balance stands at \$2,588.



Have you missed getting your copy of the FAWN lately? If you have, it may be because no one knows your true address. If the U.S. postal service has trouble finding you with a correct address, how can you expect them to deliver your FAWN to you when you move or change jobs and don't tell anyone?. And, if U.S. postal personnel won't deliver it, how can you expect installation people (who may have even less incentive to try) to deliver mail with less than a perfect address (especially if it is raining)? If you are missing issues of the FAWN (or if you know of some of your colleagues with this problem), **PLEASE** let the editor and/or the Secretary/Treasurer know where you are. Remember, it is easier to get mail forwarded from your old home address than from your former employer. Valerie Morrill

NATIONAL MILITARY FISH AND WILDLIFE ASSOCIATION

FISH AND WILDLIFE SPECIAL ACHIEVEMENT AWARD
NOMINATION

Person/Group Nominated _____

Nominee's Address _____

Phone
DSN _____ Commercial _____

Nominator _____

Nominator's Address/activity _____

Phone
DSN _____ Commercial _____

Award Category (circle one)

Support-Military

Volunteer-Education

Support-Civilian

Volunteer-Management

Professional-Management

Professional-Law Enforcement

Professional-Technical

Description of Accomplishments and/or Achievements

(Please provide a 1-2 page description of the nominee's accomplishments.
Attach up to 5 pages of supporting documents if desired.)

"AS I SEE IT"

Looking Professional

At one time I had a series of drawings of "professionals" from a management equipment supplier. It included an engineer, a forester, and a wildlife biologist. All were dressed appropriately for field work. What distinguished the wildlife biologist from the others? His beard, of course! Everyone knows that wildlife biologists don't shave, do they? (The engineer was clean shaven and wearing a hard hat).

Now, before you get upset about my attacking beards (some of our best biologists wear them), think about how everyone else perceives a wildlife biologist. A few years back when I addressed an entomologists workshop, I was told that I didn't look like a "wildlife biologist". (I can't grow a decent looking beard, therefore I shave regularly). The unfortunate impression of most other professionals is that wildlife/fishery biologists, foresters, etc. have long hair,

beards, and wear scruffy clothes. Unfortunately, some of us do appear that way. I personally like loose comfortable clothing, don't care whether a person shaves or wears a beard, and can't stand neckties. However, when I work with other professionals, I try to dress according to their accepted standards. Engineers wear their hair and dress in different manner than biologists, and management sees them as professionals because of it. Many of our superiors are Military Officers and are required to conform to certain standards of appearance. They may even resent the fact that we can dress pretty much as we want to.

As I see it, the bottom line is: If you want to be treated as a professional, keep your hair and beard neat, wear clean, neat clothes, and dress appropriately for your profession. *Rick Griffiths*



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