Like many presidents before me, 27 to be exact, when it came time to write this first “presidential” article, I contemplated what to write, and how to set the tone for this upcoming year. I received some simple yet sage advice from one of our founders. Just be yourself! So here goes...

I wanted to steer clear of the clichéd, “what an honor it is to serve.” However the absolute truth is that I would be remiss and lying if I didn’t say that I feel humbled and privileged (albeit slightly terrified) to serve this diverse and dynamic group of dedicated professionals. There is no doubt that I have some VERY large shoes to fill as president, however as I joked in Pittsburgh, one can only grow by getting outside your comfort zone. So hopefully by the end of my term, I might just fit in with some of our towering Past Presidents.

Speaking of terms, there were two resolutions passed at our Annual Meeting and Training Workshop held in Pittsburgh back in March that are worth highlighting. One motion passed by the Association was to extend the terms for Vice President, President, and Past President to 2 years and remove the office of President-Elect. This will allow increased continuity and consistency in our leadership and allow for individuals in those positions to apply lessons learned one year to the next and have to time and opportunity to make a positive difference.

The other resolution gave the Board of Directors (BOD) the authority to address natural resources training and gain support from leadership within the Services in the manner the Board deems appropriate. Although travel and/or approvals have become easier for a number of the Services, others are still finding the travel authorization difficult to navigate and accomplish. NMFWA also has some extremely dedicated members at HQ levels that carry the torch if you will, campaigning for why our meeting is the most beneficial training for their natural resources staff. We cannot thank these individuals enough for their belief and tenacity in supporting NMFWA and the quality training we provide to DoD NR managers. This group has a long history of helping each other through difficult bureaucratic hurdles and rallying support and understanding. We have convened a Special Ad-hoc Committee to address these concerns.

Continued on next page
The FAWN

The Wild Side, cont’d

One step your BOD is taking to facilitate creation of a robust and training-filled schedule at next year’s meeting is to set deadlines for content submissions. This action will also expedite information sharing with the Services who require this justification for travel approvals. Our Program Chair, Eric Britzke has detailed out this information in another article in this edition.

In that same thread, I’d like to personally thank Eric for all his hard work and dedication to providing superior content and events at the Pittsburg meeting. I’d also like to acknowledge all those members that pitched in with logistic support and volunteered time prior to and during our week in Pittsburgh. Without the help of all of you we could not have had a successful meeting. Almost 250 natural resources professionals were able to attend this year’s meeting. This is an outstanding number considering we are still crawling out from the effects of travel bans and sequestration. The bar has been set high for next year, but the BOD is already putting in the time and effort to ensure another incredible program. As natural resources professionals, there are a number of meetings you could attend, however NMFWA is the only one where the impacts of our shared dual mission are highlighted by common issues and concerns unique to managing NR on DoD lands.

During our Member’s Meeting, I asked for those that were attending their first or second NMFWA to stand up. I know I was shocked by the number of people that stood up. These members are the future of our Association and we need to engage them. I know I wouldn’t be where I am today if a number of “veterans” hadn’t engaged me at my first meeting. Stay tuned for special newcomers events and creation of an official mentorship program.

This Association is for the members by the members. Although there are a handful of individuals on the BOD, we need to leverage our resources and lean on the strengths and interests of ALL our members. There is a job for everyone!! I know I was personally approached during our meeting week by a number of eager members willing to take on tasks; this is exactly what we need. There will be calls for assistance disseminated in subsequent FAWNs and the listserv. Please consider your skills and interests and pitch in where you are able. We have a wealth of diverse and energetic talent, many of which serve NMFWA on the BOD, on committees, as working group chairs but there are other opportunities: write an article, communicate with your Regional Director, assist the annual meeting, or put together a session.

I’m not sure how many of you had the opportunity to read the NMFWA history booklet, but I hope you all do. Many have said that we won’t know where we are going if we don’t know where we came from. The booklet tells of the immense work and dedication our founders and successive leadership displayed and the vision they have all shared. This booklet was compiled over a few decades by Tom Warren and Gene Stout. As they move away from this task we are searching for a new Archives Committee Chair to ensure no history is lost or misplaced so that in a few more decades down the road all those fresh faces will read about the incredible work we are currently doing.

We have exciting initiatives heading your way this year, so please stay tuned. In the meantime please let any of us on YOUR Board know what you need, what you want to see, or how we can help because we are here for you. Conversely, please don’t hesitate to ask any of us if you want to be more involved. What you think may be a minimal task could make a world of difference to someone else. Lastly, I would like to send a heartfelt thank you to all who have offered your support and encouragement as I transition into this new role, it truly makes a world of difference to me.
The Career and Retirement of Peter Boice

After 38 years supporting the DoD Environmental Program, L. Peter Boice (Peter) officially closed the latest chapter of his life and retired in May. Peter was the DoD Conservation Lead at the Office of the Assistant Secretary of Defense for Energy, Installations, and Environment in Arlington, Virginia – a position he held since 1991. Peter is a longtime friend, member, supporter, and advocate of NMFWA and was awarded the NMFWA Lifetime Achievement Award at the 2016 NMFWA Workshop held in Pittsburgh. In 2000 Peter was also awarded a special NMFWA Presidential Award for unwavering support of professional natural resources management on DoD lands. Through reflection of his career, we appreciate everything that Peter has done in molding the DoD conservation program into what it is today.

A Brief History

Peter’s DoD career began in 1978 at Hancock Field, an Air Force base located in Syracuse, New York where he served as community planner coordinating all natural resources, environmental protection and community planning efforts for the installation and for the 21st Air Division.

In 1986 Peter left Central New York to take an environmental protection specialist position at the Office of the Secretary of Defense. Here his environmental accomplishments included the following:

- Initiated natural resources partnerships with external stakeholders, including the initial DoD memorandum of understanding with The Nature Conservancy on biodiversity conservation, and an agreement with the U.S. Fish and Wildlife Service on the North American Waterfowl Management Plan that resulted in the completion of 16 collaborative projects on military lands.
- Served as DoD representative to the Chesapeake Bay Implementation Committee, the Interagency Wetlands Coordinating Body, and the President’s Interagency 1990 Earth Day Task Force.
- Initiated a DoD-EPA study on global warming that focused on identifying land management opportunities on DoD lands.
- Implemented review guidelines for DoD’s forestry program and instituted a review of Eglin AFB’s program, DoD’s largest.

Prior to retirement, Peter’s overarching function was overseeing the management of natural resources on the DoD’s 25 million acres. Peter was responsible for policy recommendations, program oversight, and advocacy for natural and cultural resources priorities. Areas of responsibility over his tenure have included threatened and endangered species management, migratory bird conservation, ecosystem management, commercial forestry, biodiversity conservation, invasive species control, wildland fire management, outdoor recreation, conservation partnerships, historic preservation, archaeology and curation. He has presented numerous briefings to senior DoD and Interior decision makers, Congressional staff, state fish and wildlife agencies, nongovernmental organizations and other stakeholders.
The Career and Retirement of Peter Boice, cont’d

Peter’s key accomplishments and responsibilities over the years include the following:

- Developed the first DoD environmental conservation instruction, including working with the military services to develop and establish performance metrics and, when updating that instruction, included requirements to consider climate change impacts and impacts to ecosystem services, making DoD the first federal agencies to include those requirements – ahead of the White House requirement to do so.
- Was a key participant in negotiations that led to passage of the Sikes Act Improvement Act.
- Initiated and led four DoD-wide Conservation conferences and more than 15 regional or issue-specific workshops.
- Developed a wide variety of informational materials for internal and external stakeholders, including booklets on the DoD’s natural and cultural resources programs; commanders’ guides on biodiversity, invasive species, cultural resources, coral reef conservation, and curation; articles in professional journals; and brochures – including the popular “Don’t Let Your Cat Go AWOL.”
- Chaired the DoD Conservation Committee, the DoD Historic Preservation Working Group and the Curation IPT, and co-chair the Sikes Core Group and the DoD/Fish and Wildlife Service Threatened and Endangered Species Roundtable.
- Provided startup funding for DoD PARC and DoD PIF to help DoD installations coordinate conservation and management of reptiles & amphibians, and migratory birds.
- Provided a DoD NR program overview to Navy CECOS Natural Resources Compliance course students, providing them an opportunity to hear firsthand what DoD is doing in support of natural resources, how upcoming changes might affect them, and giving students an opportunity to ask questions directly.

Through all of these accomplishments, two of Peter’s favorite efforts during his tenure have been working with the DoD Partners in Flight Program and managing the DoD Legacy Resource Management Program.

DoD Partners in Flight Program

Peter always loved promoting a good idea. Such was the case when Navy proposed that DoD should have its own Partners in Flight network to mirror and go beyond what was being developed nationally. So much so, that he provided Legacy funds to pay for a National Fish and Wildlife Foundation employee who’d helped develop the national PIF program to attend the 1994 NMFWA meeting in Anchorage, Alaska. It was at this meeting that DoD’s PIF Program began to take shape, and there was no looking back. Peter embraced its activities, attended its meetings, and prioritized funding for its projects – the latter through his other favorite program, DoD Legacy.

DoD Legacy Resource Management Program

The DoD Legacy Resource Management Program was established by Congress in FY1991 to fund high priority natural and cultural resource projects on military lands. The Legacy Program is where Peter focused much of his early attention, especially since the program had annual appropriations ranging from $15M-$50M in its early years. Since its inception, Legacy has funded over $250 million worth of projects including landmark projects in regional ecosystem partnerships (e.g., Mojave Desert, Sonoran Desert, Gulf Coast, Great Basin); historic context studies (e.g., a nation-wide DoD analysis and State-wide studies in California, Hawaii and...
The Career and Retirement of Peter Boice, cont’d

Georgia); curation (a nation-wide needs assessment and long-term management options study of more than 450 military collections); underwater archaeology (e.g., projects to raise the CSS Hunley and the USS Monitor); bird monitoring (satellite telemetry, weather radar, and Monitoring for Avian Productivity and Survivorship); biodiversity management (A Resource Manager’s Handbook); management of species of concern; and many others. In 1997, when Congress changed the scope of what Legacy could fund, and also in response to a not-so-favorable IG audit, Peter hired the person he sent to the Alaska NMFWA meeting, developed the Legacy Tracker system, implemented a formal proposal review process, and streamlined funding priorities so that projects better support mission-related objectives.

Over the last 38 years, Peter has received a number of honors and awards, including:

- National Military Fish and Wildlife Association, President’s Award
- Governor’s Historic Preservation Award, State of California (co-recipient, for the four-volume historic context study of themes and property types for military installations in California)
- National Invasive Species Council Certificate of Appreciation (co-recipient, for contributions to the National Management Plan for Invasive Species)
- National Partnership for Reinventing Government, Hammer Awards (co-recipient, for the DoD-wide Curation Needs Assessment; for the National Public Lands Day Partnership; and for the Coastal America Partnership)
- Tactical Air Command Environmental Program Manager of the Year (1st recipient)
- Certificate of Achievement, Gen. Thomas D. White Natural Resources Conservation Award for Installation Management
- Certificate of Achievement, Gen. Thomas D. White Environmental Protection Award for Installation Management

On a personal note, Peter began running marathons at the age of 50 and is currently an active member of the Maryland Roadrunner Club. In addition to running, Peter enjoys birding, sunbathing, and being a tourist – to fulfill his pastimes, he has taken trips to Senegal, Spain, Sweden, Denmark, Norway, Iceland, France, Costa Rica, Belize, Mexico, Bermuda, Ecuador, and most of the islands in the Caribbean ... And that’s just in the last decade! Peter is an avid Syracuse Orange fan (GO CUSE!), and also loves mucking with the soil where he has finally perfected a way to keep the deer away from his tomatoes from his garden in Rockville, where he lives with his wife of nearly 42 years. Peter has three daughters and two grandchildren.

NMFWA Board of Directors would like to congratulate Peter and wish him all the best in his retirement. We thank Peter for his tremendous support and involvement from the early years of NMFWA, and throughout his career, which has helped make the Association a stronger organization for conservation as well as mission support. His leadership at DoD NR will definitely be missed and difficult to replace. We look forward to his continued friendship and involvement.
We Have a Winner!!!!

NMFWA 2015-2016 Award Winners

Each year NMFWA honors those who have inspired us to work a little harder and who go the extra mile to ensure a job well done. On March 16, 2016 during the Annual Banquet, the following individuals and teams were recognized for their tireless efforts in support of the military mission to preserve our national heritage on DoD lands. Awardees were nominated by a NMFWA member for one of eight award categories and selected by the NMFWA Awards Committee. Please visit the NMFWA website for more details on each of the award categories and to see how to nominate a colleague or partner to become next year’s award winner.

Natural Resource Conservation Research: Insects

*Mark Swartz, Fort Indiantown Gap National Guard Training Center, Pennsylvania*

- Spent 15 years researching, analyzing, and monitoring the regal fritillary butterfly populations
- Identified stressors and management techniques to increase populations on military ranges
- Ensured conservation practices are integrated into current management plans
- Substantiated the benefits of regional management strategies for the species
- Continues to collect ancillary data on several dozen state-watched species

Natural Resource Conservation Management: Model Program / Projects

*Environmental Program Staff, Camp Blanding Joint Training Center, Florida*

- Created a stable population of the federally endangered red-cockaded woodpeckers in excess of the targets set by USFWS
- Successfully relocated state-listed gopher tortoise to suitable habitat within Blanding’s Army Compatible Use Buffer (ACUB)
- Burned ~20,000 acres annually to promote native longleaf pine restoration
- Supported the development of habitat connectivity for a diversity of species between the installation and adjacent national forests through Florida black bear research and the ACUB Program
NMFWA 2015-2016 Award Winners, cont’d

Natural Resource Conservation Management: Model Program / Projects

Janet Bracey Gray, Fort Bragg and Camp Mackall, North Carolina

- Established and maintained a multi-decade monitoring program for 47 listed, at-risk, and rare plant species
- Developed pro-active conservation approaches and partnerships aimed at reducing potential future regulatory restrictions on training
- Initiated multiple research projects to guide and improve habitat management
- Developed the Fort Bragg Integrated Invasive Plant Management Plan and established the NC Sandhills Weed Management Area

Natural Resource Conservation Management: Model Program / Projects

Michael Wright, Naval Air Station Oceana, Virginia

- Pursued multi-agency and non-governmental partnerships to collectively identify common goals and ways to leverage limited funds for regional natural resource conservation projects
- Provided key coordination, technical expertise, and recommendations to the base’s Readiness and Environmental Protection Integration Program, the Bird/Animal Strike Hazard program, regional watershed partnerships, and the annual Integrated Natural Resource Management Plan Metrics Agency meeting
- Developed, orchestrated and implemented much needed inventory surveys, monitoring protocols and enhanced reporting processes for a variety of species

Natural Resource Conservation Management: Enforcement


- Supported military Security Forces in all aspects of law enforcement to ensure natural resource protection, education and compliance
- Served as the subject-matter-expert for state game laws, liaison with state natural resource agencies and partner for the Integrated Natural Resource Management Plan
- Ensured investigation of natural resource violations such as the unlawful resale of forest products, destruction of federal property, or illegal take of a protected species
- Dedicated time and effort above and beyond what was required to enhance DoD relations with the surrounding community in support of the military mission

Continued on next page
Natural Resource Conservation Communication: Promoting Public Awareness

Morris Cox, Fort Indiantown Gap National Guard Training Center, Pennsylvania

- Long-standing active history in the military and in the surrounding community
- Instrumental in the transformation of the Landing Zone Hogan atop Second Mountain into a public Hawkwatch in 1984
- Provided 32 years of data on raptor migration corridor in North America
- Volunteered for natural resource related projects including regal fritillary butterfly counts, Christmas Bird Counts, and vegetation monitoring
- Met and educated thousands of public visitors over decades in support of the military mission

Lifetime Achievement

L. Peter Boice, Office of the Assistant Secretary of Defense for Energy, Installations, and Environment

- Provided 38 years of service in support of natural resource conservation as the DoD Conservation Lead
- Played a key role in passage of the Sikes Act Improvement Act and in support for the DoD Legacy Program, DoD Partners in Flight, and DoD Partners in Amphibian and Reptile Conservation
- Developed the first DoD Environmental Conservation Instruction and an update to include consideration of climate change impact into natural resource management, making DoD the first federal agencies to include these requirements
- Represented the DoD’s natural resource conservation interests through his participation in national interagency working groups and partnerships
- Provided continued support for training and education through DoD-wide conservation conferences, workshops, and development of natural resource awareness materials.

Presidential Award: Special Recognition

Donald R. Schregardus, Office of the Assistant Secretary of the Navy, Energy, Installation, and Environment

- Provided over 15 years of service in support of raising natural resource conservation awareness within the Department of the Navy
- Advocated for increases in conservation funding and legislative changes
- Guided national policy changes and initiatives in support of sound environmental stewardship that allowed the Navy and Marine Corps to sustain training capabilities
- Successfully engaged regulatory agencies in resolving critical and often controversial projects and issues
- Served as the senior environmental leader that shaped environmental community management planning and work processes for more than 2,000 environmental professionals
Get with the Program!

How to get a session for the upcoming Annual Meeting in Spokane

Despite being only 3 months removed from the 2016 National Military Fish and Wildlife Association meeting in Pittsburgh, it is now time to start planning the 2017 meeting in Spokane, Washington. In an effort to improve the quality of the meeting as well as to provide people with more lead time concerning their place on the agenda, we have provided this guidance on requesting sessions at the meeting. In addition, this process will make it easier for people to know if they are going to be giving a presentation at the meeting so that information can be put into the conference requests for attendance.

The working group meetings, board of directors meetings, DoD plenary, members meeting, and the service breakouts are the only things that are definitely on the agenda every year. **ALL** other sessions, meetings, etc. need to be requested each year. Decisions on inclusion of these sessions will be made depending on the presence of sessions in previous years as well as the order in which the requests are received by the Program Chair.

Schedule of deadlines for meeting and session requests:
- 1 September – request for sessions/meeting should be submitted to Program Chair
- 1 October – final decisions made on sessions to be included in 2017 NMFWA Program
- 15 December – abstracts for working groups meetings and sessions are due to Program Chair

Thanks for your cooperation with this new schedule.

Eric Britzke, Program Chair
Eric.R.Britzke@usace.army.mil

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Speaking of the Annual Meeting, allow me to introduce your 2016/2017 Board:

Back Row L-R: Charlie Baun (Western Director), Shawn Stratton (Central Director), Eric Britzke (Vice President), Jason Gibbons (Western Director), Ian Trefry (Eastern Director)
Second Row L-R: Nicole Olmstead (Secretary), Elizabeth Neipert (President), Coralie Cobb (Past President), Lauren Wilson (Treasurer), Janet Johnson (At-Large Director)
Not Pictured: Greg Fleming (Eastern Director), Michele Richards (Central Director), Rick Lance (At-Large Director)
Climate Change Working Group Meeting

The NMFWA Climate Change Working Group hosted a two-hour special session on climate change integration into natural resource planning followed by an annual business meeting on March 17, 2016 at the 2016 NMFWA Workshop in Pittsburgh.

Presentations and interactive discussion sessions include engaged audience members on topics related to methods and examples of how to effectively incorporate climate change considerations into the INRMP and National Environmental Policy Act planning processes and an introduction on using translational ecology as a tool to address climate concerns. Speakers included Bruce Stein, The National Wildlife Federation’s Associate Vice President of Conservation Science and Climate Adaptation, Dawn Lawson and Christy Wolf with the US Navy in California, and Charlie Baun from the Idaho National Guard in Boise. Speaker presentations should soon be posted on the NMFWA website for reference.

During the business meeting, Working Group attendance and interest has increased from the initial 14 members back in September to 30 members in attendance of the annual business meeting. Members expressed interest in national and regional training opportunities, and knowledge and access to resources such as regional climate change models, climate related agencies and organizations and current on-going planning and research initiatives. Also discussed were methods of group communication and ways to disseminate information to the working group. Stay tuned as there will be more follow-up to the Climate Change Working Group for members soon.

If you are interested in joining the NMFWA Climate Change Working Group, please email either Co-Chairs Janet Johnson, Janet.Johnson@fmo.azdema.gov, or Charlie Baun, Charles.w.baun.nfg@mail.mil.

2016 Readiness and Environmental Protection Integration Program (REPI) Webinar Series

The REPI Webinar Series 2016 (http://createsend.com/t/d-353AAE2E14C274F2) is brought to you by the DoD, and showcases best practices, tutorials, and knowledge sharing on REPI partnerships that support military missions and accelerate the pace and rate of conservation. Web Announcement:

Unless otherwise noted, all webinars begin at 1:00 p.m. eastern. To download the detailed webinar descriptions and connection instructions, please visit http://www.repi.mil/Resources/Webinars.aspx.

July 20- Thinking Outside the Base: Off-Installation Solutions to Environmental Regulatory Issues

September 21- State Policies and Encroachment Protection Efforts

December 7- Environmental Law Institute Brief: Sentinel Landscapes Partnership Authorities and Opportunities

Please contact the REPI office [simon_girair@bah.com] with your questions or suggestions.

Office of the Assistant Secretary of Defense (Energy, Installations, and Environment)

Website: www.repi.mil  E-mail: osd.repi@mail.mil
It is a new year and DoD Partners in Amphibian and Reptile Conservation (PARC) and the NMFWA Herpetology Working Group are excited about working on our 2016 projects. Spring is heating up in many parts of the United States, and our cold blooded friends will be active along with our group members. Below are a few of the ongoing and new projects planned for this year.

DoD PARC members, in conjunction with the NMFWA Herpetology Working Group, have started a year-long effort to update the herpetofauna species lists for approximately 140 Army and Army National Guard installations. The updated species lists will identify those species that are confirmed on a particular site and those with the potential to occur. Species lists will be peer-reviewed by DoD PARC and Herpetology Working Group Members, in addition to a state or local expert. Individual species lists will be combined into a single database that can be sorted by species name, installation name and federal, state and NatureServe status. This effort has already been completed for Navy, Marine Corps and Air Force installations (Legacy Projects: 12-423, 13-641, 13-642). Once the Army species lists are updated and combined with the other Services data, the resulting database will be the most comprehensive and accurate source of information for herpetofauna biodiversity on DoD lands ever to be developed. The database will serve as a tool to natural resource managers to document the species confirmed and potential on their installations in addition to assisting senior military leadership when determining the presence or absence of species proposed or petitioned for listing under the Endangered Species Act.

As we all know, training is important and helps us stay educated and relevant on respective topics. We recognize that the natural resource community would benefit from an online training course regarding the conservation and management of amphibians and reptiles on military lands. Therefore, in 2016, DoD PARC will develop an online training course on amphibians and reptiles. An objective of the training will be to provide DoD natural resources personnel a general understanding of herpetofauna biology, ecology, survey techniques, and management and conservation practices. Topics will be presented in chapters and will include information presented both in text and video and will include topics such as amphibian and reptile diseases; snake bite prevention and handling techniques; use of standard survey techniques such as drift fence installation, radio-telemetry and automated frog call recorders.
The fungus *Batrachochytrium salamandrivorans*, otherwise known as *Bsal* or salamander chytrid fungus, has caused die-offs of salamanders throughout Europe. Although it has not yet been documented in the U.S., experts believe *Bsal* poses a serious threat to native salamanders, and represents one of the most significant potential disease threats to U.S. wildlife since the discovery of white-nose syndrome in bats. To inform military personnel and natural resource managers of *Bsal*, DoD PARC developed a fact sheet which contains information on what actions are being taken to prevent the introduction of *Bsal* in the U.S. The fact sheet can be downloaded at: [http://www.dodnaturalresources.net/PARC-Resources.html](http://www.dodnaturalresources.net/PARC-Resources.html).

Lastly, this year our group members will focus on developing more educational and outreach materials on venomous snakes. Already this year, DoD PARC and the Center for Environmental Management on Military Lands partnered to developed educational snake pamphlets for military personnel in El Salvador, Belize and Guatemala. These products are helping to educate military and civilian personnel about the herpetofauna on the military bases where they work and live. Nearly all of the photographs in these products are from the DoD PARC Photo Website, which contains over 1300 pictures of amphibians and reptiles on military lands (https://dodparcphotolibrary.shutterfly.com).

If you would like more information on any of the projects listed above, or if you would like to participate in any DoD PARC related projects or activities, please contact Chris Petersen or Rob Lovich or visit our newly updated DoD PARC website.

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**Welcome Alison Dalsimer: New DoD Deputy Director, Natural Resources**

Peter has left some big shoes to fill, but Alison is the right person to do it. Alison has working in the DoD community since 1997, including the Legacy Program and Strategic Environmental Research and Development Program (SERDP) and Environmental Security Technology Certification Program (ESTCP). Beginning in 2008, Alison began directly supporting DoD’s Natural Resources Program office.

In September 2012 Alison became the Conservation and Natural Resources Program Associate, where she worked with Peter and the DoD Natural Resources Program. Alison has undergraduate degrees in English and Psychology, a master’s in Public Policy with an Environmental Law and Economics track, and has completed extensive coursework through the U.S. Department of Agriculture Graduate School and Audubon Naturalist Society.

Alison says “My goal is to serve DoD’s natural resources community to the best of my abilities. I will no doubt look to many of you for help and guidance..”
Lessons learned over 38 years with DoD

By Junior Kems, Retired

I will attempt to keep this brief and interesting. There are a lot of “war stories” that I could share and maybe one day I will write a book about my experiences as a wildlife biologist, natural resources manager, environmental program manager, and as a conservation supervisor. But not today.

Today, I want to focus on some of the mistakes I made, or at least the ones I wish I had not made. I say that, because many of my greatest learning experiences did not come from my successes, but from my failures. Or at least my supervisors thought so at the time.

If I have one over-riding theme for this presentation, it is that you cannot be afraid to take risks. The only government employees who never get in trouble are those who never do anything. I would urge you all to not be one of those employees.

As I hinted at, taking risks can result in negative outcomes to those who take them. I thought about titling this presentation “All the instances where someone threatened to fire me.” It seems like I have been on the wrong end of the conversation at least once per year for my entire career. In a few cases it was deserved and I learned from my mistakes. In other cases, I would eventually be proven right and the supervisor would sometimes apologize to me.

In most cases, I would get into trouble for communicating and coordinating with someone outside the immediate Command. I have had bosses that were so paranoid that I might say the wrong thing to a person outside of the Chain of Command, that I would receive “letters of instruction” directing me to only talk with co-workers in my local office. To talk to the Post Commander, or a specialist at a higher level of command, or even a local biologist with the State game and fish agency, I would have to prepare a written request, staff it locally, then submit it to the “approving authority” for permission.

Eventually, these micro-managers would give up. It was either too much work to fire me or they were too incompetent to remove me. It did not hurt that I often received commendations from outside the Chain of Command for these very same issues. Taking risks has its benefits.

Know your regulators. For most of us that means the Special Agents of the USFWS and the commissioned game officers of the State wildlife agency. Before they set foot on the installation, get them in an unofficial setting and negotiate how you want the official visit to go. Twice in my career I had either an Installation Commander or a Director of Public Works that did not want to spend any resources on wildlife, just to comply with the law.

One of the highlights of my career was being present as Miranda Rights were read from the little card that law enforcement personnel carry. There may not have been any intention to actually arrest either of them, but they did not know that. In both instances I was told to take whatever actions were necessary and whatever resources it would take to resolve the situation, which I did.

1In fairness, it is supposedly possible to take disciplinary action against an employee who fails to perform at his or her assigned duties at the appropriate grade-level. But that rarely happens.
So here my top 18 “Junior Lessons”

1. **Never take “NO” for the final answer, unless that is the answer you are after.** There is always a waiver for every regulation and policy, if you dig deep enough.

2. **Never ask a decision-type question for which you do not know the answer ahead of time.** If you do not like the answer, do not ask in the first place.

3. **Always volunteer for the assignment that no one wants.** (An example is to demand to be on any team dealing with a Contracting Authority review that might affect your position. Do not leave it up to an engineer to decide who is inherently governmental and who is not.)

4. **Communicate, communicate, communicate.** Most problems that arise in the workplace are due to a failure to communicate. You cannot communicate and coordinate too much. You can get into trouble for this, but do it anyway.

5. If you are not allowed to call off-Post or up the Chain of Command officially, then **call unofficially** and let the person on the other end know that you are not calling officially. They will communicate a lot more freely, if they know they are not being held responsible for their answer.

6. **Never tell a customer (or a Commander) “NO”**. Always lead off with a “YES”, but explain why “yes” may not be the best answer. “We can do that, but it will cost more. We can do that, but it will delay your project 2 years while we deal with outside regulators. We can do that, but it will be highly controversial. HOWEVER, if we do it in another location, or at another time of year, or with minor adjustments, you can meet all your objectives without all the bureaucracy.”

7. **Never take a problem to the boss without a recommendation.** You probably will not like the answer, if you leave it up to him or her.

8. **When you become the boss, do not micromanage your employees.** Allow them to grow and take risks as well. Use failures as learning experiences and not something to hide. You will be able to laugh with them just a few years down the road.

9. **Stay professionally active.** It will help you stay sane when your office is going nuts.

10. **Pursue and maintain professional certification.** If nothing else, this will allow you to tell any engineer, who is not a PE, to get out of your office and come back once he does have his professional engineer certificate.

11. **Stay mentally, emotionally, and physically fit.** An employee who gives 40 hours per week when they are well-rested is far more effective than one who puts in 60-80 hours per week when they are exhausted.

12. **Do NOT hesitate to become the boss**, even if you would prefer not to. It is rare that we have supervisors that understand what we do. You can be an exception. “You can either work for the jerk, or you can be the jerk." **It is not a good choice, but sometimes it is the only choice.**

13. **Volunteer to take the various civilian leadership courses and schools** – ESPECIALLY the “touchy-feely” courses that make you uncomfortable. They will help you to understand yourself as well as your supervisors and co-workers.

14. **When a new Commander comes in, go through the receiving line and leave them with a business card and an invitation to go on a tour of the installation to see the natural and cultural resources.** If only the wife and family is interested, take them. Give up a weekend, if that is what it takes.

15. **Learn something new every day.** Never stop learning.

16. **Accumulate favors** in the first half of your career so you can cash some of them in during the second half. Beware that most folks who can return a favor are probably older than you and may retire before you get around to calling it in.

17. **When you win the argument, stop arguing.**

18. As Davy Crockett said: “**Be always sure you’re right, and then go ahead.**”
After a 46-year association with the United States Army and over 38 years of employment by the Army, Junior D. Kerns retired in May from White Sands Missile Range in NM. He previously worked on Fort Greely, AK; Tooele Army Depot Complex (in UT, OR, CO, AZ, and NM); Fort Wainwright, AK; and Yuma Proving Ground, AZ. In total, Junior had natural resources or environmental management responsibility, at one time or another, for 36.7% of total Army land holdings in the United States (18.4% of DoD lands worldwide).

Within both DoD Natural Resources and NMFWA, Junior is considered an elder statesman who spoke his mind, mentored many, and stuck up for the DoD Natural Resources program and the people it employed. Most people know Junior from the annual NMFWA Workshops where his deep resonating voice carries throughout the rooms. But his legacy, dedication, and what he has accomplished is a long and sometimes confrontational story.

**Education Years**

Junior D. Kerns began his association with the United States Army in 1969, when he was unsuccessful at obtaining a waiver to get out of attending Army Junior Reserve Officer Training Corps (JROTC) class, which was mandatory for all high school sophomore males. This opened another door for Junior, as it contributed to his being selected for a four-year Army ROTC scholarship to the college of his choice.

After graduation from the University of Missouri – Columbia with a degree in Wildlife Biology and Management, Junior was commissioned as a second lieutenant in the US Army Corps of Engineers and proceeded to Engineer Officer Basic Course. (No one told Junior, that had he selected the Army Medical Service Corps, he would have entered active duty as a first lieutenant due to his biology background.) It was while at Fort Belvoir that he met his future wife (Bonnie), who was finishing her college degree as an intern in the Capitol Hill office of the Congressman from his home district in Missouri.

**Military Years:**

In November 1977, 2LT Kerns arrived at Fort Greely, Alaska only to find that another officer had been assigned to command the 28th Engineering Detachment. The solution was to assign Junior to the Facility Engineers (more properly known as the Directorate of Facilities and Army Engineering, or DFAE “Daffy” for short) as the Assistant Deputy Facilities Engineer. But in reality, he was able to work as a natural resources manager, wildlife biologist, and environmental specialist for the next two years.

It was -44F on the day he arrived and that was as warm as it got for the next month and a half. He did his cold weather survival training at -60F. He was still breathing a year or so later, so the Army promoted him. Among the highlights were projects with bison, trumpeter swans, cavity nesting ducks, and caribou. It was while he was at Fort Greely that he married Bonnie Burns on 8 February 1979, which was a balmy -72F that day.

1LT Kerns left Alaska in December 1979 and reported for duty to Tooele Army Depot Complex, on 2 January 1980. He served as the Environmental Officer for the installation complex, within the Facilities and Engineering again. He worked with eagle electrocutions and forced the first competition of the installation grazing lease while he was there. The Installation Commander was steadfast against spending any resources on wildlife; that is until a Special Agent with the USFWS read him his Miranda rights.

Again, he was still breathing a year later and was promoted to Captain. In 1981, he was faced with a decision: Either become a real soldier, leading other soldiers, or he could resign from active duty and pursue a career in wildlife. In July of that year, CPT Kerns became a civilian once more.

**Fort Wainwright years:**

A short while later, Junior received notice that a wildlife biologist position had come open at Fort Wainwright, Alaska and it was his, if he wanted it. So he loaded up his new 4WD Ford F250 pickup and drove back to Fairbanks, where it was -55F when he and Bonnie arrived on New Year’s Day 1982.

His direct supervisor met him with “Why the hell did the US Army think it needed a biologist? Since you are here, just sit at your desk and don’t do anything.” The second biologist, James Clark, arrived one week later from NAS Pax River and was met with the same attitude. Neither of them listened to their supervisor and both got along pretty well with Installation Commanders.
At Fort Wainwright, Junior had the most fun and challenging projects of his career. He coordinated over 200 captures of grizzly bears, did some black bear tagging in dens, collared a wolf that almost ended his career, captured moose, netted Dall sheep, rescued a captive heard of muskoxen that also almost ended his career, conducted trumpeter swan surveys and many others. He was almost fired over the development of the first wildland fire management plan for Army lands in Interior Alaska.

He was almost fired for daring to communicate with the Army’s head cultural resources program manager at the time (Dr. Connie Ramirez). In fact, he was not supposed to communicate with anyone in Washington, DC for any reason. He was almost fired for getting a fire engine and four other Department of Public Works vehicles stuck in the process of trying to recover his office vehicle from the back side of Birch Hill (on Fort Wainwright) during spring thaw. Several times he left the office truck in the field and had to walk out or find another way. Once the truck was over 50 miles out in the Tanana Flats; another time it was abandoned inside an impact area.

Twice at public meetings where Junior was present, and one of which he was in charge, guns were pulled and waved in the air. If it involved controversy, Junior was usually assigned to handle it. He testified in federal court a number of times and was “an official custodian of government documents.” He stayed in Alaska until summer of 1994. It was a pleasant +72 F on the day he drove south. For this reason, Junior often commented that he had spent 13 summers in Alaska, but experienced 15 winters!

Yuma Proving Ground Years:

Next came an assignment at the US Army Yuma Proving Ground, AZ. It was +124 F as he drove through into Yuma on 23 June. He did not see even nighttime temperatures much below 100 F for the next 30 days. The first day on the job he was called out to remove a family of rattlesnakes from a den beside the family housing area. Residents brought out lawn chairs to watch and were disappointed when no one got bitten. Thank goodness this was before cell phone videos.

He was only threatened with being fired once or twice during his seven-year stint at Yuma, but then, he was not working for engineers for the first time in his career. Beyond rattlesnakes, Junior worked with bats, Sonoran desert tortoise, desert bighorn sheep, desert mule deer, and was deeply involved with Partners-In-Flight at the state, regional, and national level.

White Sands Missile Range:

September 11, 2001 was Junior’s first day on the job at White Sands Missile Range. His first task was to send all non-essential employees home that morning, while he stayed behind to answer the phone. WSMR is a great place. Had he began his career there, he might never have left. Again, the environmental office was independent of the Facility Engineers and life was great.

Then Installation Management Command stood up and established Standard Garrison Organizations that placed environmental programs right back under the Directorate of Public Works. It was revenge of the engineers and the job was not nearly as fun. The first month he was reassigned to work directly under an environmental engineer, he received a written reprimand for using a derogatory (at least to the engineer) adjective to describe “engineer bias.” (The boss, who was an engineer, sent the reprimand to him via e-mail at the end of the day, prior to an extended holiday weekend. Junior used a few more derogatory terms to describe his opinion of the situation.)

At WSMR, Junior oversaw the program managers, who oversaw the contractors, who oversaw the subcontractors, who actually got to go to the field and work with cultural and natural resources. Junior mostly attended meetings, attended to personnel issues, developed budgets, and occasionally had a good idea. In 14 years, he did his best to take care of his government employees and cooperative agreement partners. He did the best he could to keep the Command Groups and Army lawyers happy. In the first ten years at WSMR, he saw the Conservation Budget go from $200K to nearly $8M per year. The number of DAC’s went from 5 upon his arrival to over 10, with most a grade higher than when he arrived. Likewise, the CME staff also grew, from about 3 in 2001 to over a dozen.

Continued on next page
Taking Risks:

If Junior Kerns learned anything over 38 years, it was that all ideas and actions come with risk. Most engineers (civilian and military) are risk averse. If Junior did not get called on the carpet at least once or twice each year, it would have indicated that he had given up the fight to do what was right for the Army and its mission. He outlasted nearly everyone who had ever given him a hard time. And there were times that revenge was more tangible.

Once in Alaska, the military Facility Engineer (a Major) decided that he had authority to authorize construction of an ice bridge across an anadromous fish stream, without any “stinking permits” from the State or other agencies. He did not need any NEPA and he certainly did not need any advice from his natural resources staff. But someone (not Junior) noticed the ice bridge activity and called the State Fish and Game to check it out.

It was Friday afternoon in late February. The Conservation Enforcement Agent called Junior and they inspected the site, where they found the ice bridge almost complete. The Engineering Company was using a rubberized mesh to cause the ice to form more quickly. What Junior and the agent saw was a gill net, waiting to flip upright during the spring migration of fish.

Junior gave the Facility Engineer a choice. The ticket could be issued to either him or his boss, the Post Commander. Again, Miranda Rights were read and the FE’s attitude changed immediately. “Will this affect my ability to get a hunting and fishing license in Alaska?” he asked. “Only if that gill net is not removed by the time I come back on Monday,” replied the agent. Junior’s regret was that it was enlisted men, and not the Major, who spent their weekend with hammers and picks removing the mesh from the river ice. Hearing that Major grovel was a career highlight as well.

Junior only gave up on one military supervisor as a lost cause. After several years of trying to get him to appreciate how the environmental mission supports the military mission, he uttered the words that would burn that bridge forever: “I can outlast you.” And he did.

Oh yes, that very first boss Junior had as a civilian at Fort Wainwright in 1982? He retired a few years later but remained in the area. When the Post began its Installation Restoration Program, Junior got to interview him about what he might know about buried drums and other contamination on Main Post. The first words out of his mouth were “I’m sorry about how I treated you. I was wrong. Now that I have time to enjoy my grandchildren and watch them, I realize that you were trying to make the planet better for them. I understand a lot more now.”

Junior’s advice for all supervisors, but especially for those over conservation program staffs, is to allow them to take risks and make mistakes and learn from their mistakes. If someone never violates a policy or rule, make sure they are actually working. And one other thing: Rate everyone on what they accomplish, rather than on what they fail to accomplish. There is way too much work to do than there are people to do it.

Awards:

Over his career, Junior has received a number of recognitions and awards for the performance of his duties. One highlight was a certificate of appreciation from Ms. Lois Schiffer (Assistant Attorney General) and Ms. Janet Reno (Attorney General) in a ceremony at the Hall of Justice in Washington, DC for his work supporting the Justice Department in a case that went all the way to the Supreme Court.

His NMFWA Presidential Award was a highlight. But even more important and memorable were the more than 250 successful award nominations that Junior has submitted to recognize other employees and colleagues. (If certificates and letters of appreciation are included, this number exceeds 500.) His biggest regret is that he did not successfully recognize everyone who deserved an award.

Professional Activities:

In 1974, at a time when every wildlife professor and biologist were telling all young undergraduate wildlife students to change their major because there were no jobs to be had, Junior Kerns had the good fortune to acquire Mr. Bill T. Crawford as a professional mentor. Mr. Crawford would be the President of The Wildlife Society in 1975-76 and was a huge proponent of the Certification Program. He also instilled in Junior the notion that “There are jobs in wildlife, if you are persistent enough.”
Junior became a member of The Wildlife Society that year and has maintained his professional membership ever since. In 1982, he applied for and was granted status as a Certified Wildlife Biologist. Over his career, he collected a number of continuing education certificates, which were an optional way to demonstrate a commitment to continuing education, long before certification renewal became mandatory.

He was later nominated and appointed to the TWS Certification Review Board, where he served six years total and one year as chair of that body. He travelled around the country to various TWS section meetings, hosting certification workshops.

Junior has also been a strong advocate of attending professional meetings and conferences. He attended his first professional wildlife conference in 1976, in Kansas City (At this point, he does not remember which conference it was). Beginning in 1974 he had attended the North-Central Region Student Wildlife Conclaves. He met a lot of future colleagues at meetings like this, and other people who would never work in wildlife again. He considered it a professional obligation to attend professional meetings, even when it meant paying his own expenses.

In 1978, 2LT Kerns had travel orders and plane tickets in hand on the way to the NAWNRC’s in Phoenix, when he made the mistake of stopping by the office on the way to the airport. That morning, a message had gone out to stop all TDY travel immediately, but to allow TDY’s in progress to continue. Both his orders and plane tickets were confiscated and revoked. That was a lesson that Junior would remember until his retirement. Never stop by the office on the way out of town on a TDY.

The very next year, Junior paid his own way to the NAWNRC’s in Toronto, Ontario, Canada, after being granted permissive TDY. Some years it was permissive TDY, other years it was administrative leave, a few years it was annual leave, and for a few glorious years the Army sent him on full TDY status with all the fees paid. When The Wildlife Society broke away from the NAWNRC’s Junior would often attend those as well. As a supervisor, Junior often felt guilty about taking a slot from one of his staff. If the Army would only pay for one TDY, Junior always gave the slot to the younger employee. In total, Junior has attended over 25 NAWNRC’s, over a dozen TWS annual meetings, and over 100 local and regional professional conferences.

Being a professional means never completing your education. Your knowledge and skill set is obsolete the day you complete the course or the day after the conference. Learn something new every day.

**NMFWA Activities:**

In the years 1977-1981, Junior had no idea if the Army (or DoD for that matter) had many natural resources managers. He had met only a couple of biologists and natural resources managers on the other installations in Alaska. None of them had ever been allowed to attend any of the Southeastern Association of Fish and Wildlife Agency meetings. It was lonely in Alaska, but things would soon change.

With the arrival of Jim Clark at Fort Wainwright in January 1982, Jim brought rumors of other wildlife biologists and natural resources personnel working for other installations across DoD. He had even met some of them when he worked for the Navy. In March 1983, Junior paid his own way to attend the North American Wildlife and Natural Resources Conference (NAWNC) in Washington, DC. Gene Stout and Tom Warren crossed paths with Junior and discussed the creation of what would become NMFWA with him. But Junior was pretty skeptical of “Southeasterners” (Fort Sill was pretty far south and east from Fort Wainwright), so he did not sign up immediately. (To this day he is embarrassed that his name does not appear on that initial listing of members in that first mimeographed newsletter.)

But within a year, Junior did become a member. In 1986 he even got the Army to pay his TDY expenses to NAWNRC in Reno, which was the first time NMFWA met in conjunction with Wildlife Management Institute. In 1993, Junior was elected as the first “President-elect” in NMFWA history, after a by-laws change that year. He won that election by just one vote.

NMFWA wanted to recognize Congressmen Congressman Don Young, of Alaska and Junior was asked to present an award, on behalf of NMFWA to the Congressman when he was in his Fairbanks office.

In 1993 and forward, Junior became the point of the spear (to borrow a military term) for the effort to translate a proposal for a “Military Lands Management Act” into legislation. It evolved into what would become the Sikes Act Improvement Act of 1997. But not before a lot of blood, sweat, and tears were shed along the way. Testifying before the House of Representatives Committee on Natural Resources, Subcommittee on Fisheries, Wildlife and Oceans was a
highlight of his service to NMFWA. He was also able to work behind the scenes with the staffers from both the House and the Senate to keep things moving.

In March 1995, NMFWA presented Junior with the Presidential Award (for Bio-Political Action) for his work on the (at the time) unsuccessful effort to pass a Sikes Act reauthorization and amendment. In March 1997, he was recognized by NMFWA for the successful passage of the Sikes Act Improvement Act.

Junior Kerns has continued to “meddle” in NMFWA affairs over the years. Junior has represented NMFWA at many retirements, departure events, and even funerals of NMFWA members across the continent. As a living past-president, he often avails himself of the opportunity to participate in BOD meetings and other NMFWA activities. In that respect, he can only hope to remain as active and involved as long after his initial retirement as some of his heroes – Gene Stout, Tom Warren, & Rick Griffiths.

The People:

The best part of Junior’s career has been the people with whom he has worked and shared experiences. If he were to begin to list the names of everyone, the list would contain hundreds of names and he would undoubtedly forget many people deserving of mention. There were mentors, supervisors, co-workers, colleagues, and friends along the way; they all contributed to Junior’s journey through life. They kept Junior grounded and reminded him to not believe his own publicity. Things were never as good as in Junior’s mind, nor were they as bad.

Many of them have remained friends for life, while others were critically important at the time. Junior regrets having lost track of some throughout the years. In retirement, he hopes to reconnect with many of them.

Summary:

It has been a good career. His association with the US Army is over 46 years long and after 38 years of employment with the Army it is time to go. It will seem strange to no longer carry a government driver’s license or possess a security clearance. Overall the Army has treated him fairly and he has given his most productive and healthy years to the Army in return.

For nearly every year of his career, whenever he was asked about his job Junior would quickly respond: “I have the absolute best job in the world for me, at this time in my life.” At the end of his working career, he now adds: “Overall, the Army and DoD has been extremely fair to me. I have had experiences and opportunities that few other biologists and natural resources managers have had. I have tried to make a difference and hopefully, when I succeeded, it was a positive difference. Thank you to everyone who shared the experience with me.”
**Retirement Corner**

Please join NMFWA in wishing the best for our newly retired members

Again, we wish the best of luck to this issue’s two retirees as they ride off into the sunset. Peter Boice (pages 4-5) and Junior Kerns (pages 15-19) were integral to the success that NMFWA has today and we hope to continue to have their support and see them at our annual meetings.

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**DoD Natural Resources Community Websites**

NMFWA is happy to introduce three websites not only within DoD but also with other federal agencies, state and local governments and others partners with a nexus to the DoD natural resource community. These websites use photography as the foundation to allow members to share their photos but also allow for document sharing, event announcements, and natural resource discussions. The DoD PARC site was the original website introduced in 2012 and is a success (over 1,000 member photos posted). The DoD Natural Resource and DoD PIF sites were developed and released in the past few months. Free membership to one or all the websites is easy, just go to the website and sign up. Take a few moments to check them out!

DoD Natural Resources Website: [https://dodnaturalresourceslibrary.shutterfly.com](https://dodnaturalresourceslibrary.shutterfly.com)
DoD Partners in Flight (PIF) Website: [https://dodpifphotosite.shutterfly.com](https://dodpifphotosite.shutterfly.com)
DoD Partners in Amphibian and Reptile Conservation (PARC) Website: [https://dodparcphotolibrary.shutterfly.com](https://dodparcphotolibrary.shutterfly.com)

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Do you know someone who is retiring or making a job change? Let us know and we will include it in future FAWNs to share the comings and goings of our members.
Yahoo Groups

If you'd like to join up, from the e-mail address at which you'd like to receive messages, send a blank e-mail to:

NMFWA-Members-subscribe@yahoogroups.com

Listserve messages from NMFWA related email has been blocked by some military IT systems. You have the option to sign up with either work or home email. If you're already getting messages from us, do nothing.

If you ever decide to leave the group, it's simple! Just send a blank message to

NMFWA-Members-unsubscribe@yahoogroups.com

If you ever need to get your NMFWA emails at a different address, the easiest thing to do is "unsubscribe" from one address and "subscribe" from another.
NMFWA is on FACEBOOK!

To follow us, type National Military Fish and Wildlife Association in the Facebook search bar and hit
2015/2016 Board of Directors

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The USDA National Invasive Species Information Center has numerous conferences and training workshops: [www.invasivespeciesinfo.gov/news/calendar.php](http://www.invasivespeciesinfo.gov/news/calendar.php)

DENIX has a list of upcoming conferences and meetings: [http://www.denix.osd.mil/conferences/](http://www.denix.osd.mil/conferences/)

Ecological Society of America Annual Meeting
Fort Lauderdale, FL
7–August 12, 2016
[http://esa.org/ftlauderdale/](http://esa.org/ftlauderdale/)

The Wildlife Society Annual Meeting
Raleigh, NC
October 15-19, 2016
[http://wildlifesociety.org/](http://wildlifesociety.org/)

Society for Range Management,
St. George, UT
January 29 to February 2, 2017
[http://www.rangelands.org/events/](http://www.rangelands.org/events/)

Society of American Foresters National Convention
November 2-6, 2016
Madison, Wisconsin
82nd North American Wildlife and Natural Resources Conference

March 4-11, 2017
@ Davenport Hotel

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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