Professional Ethics

NMFWA has had an ad-hoc committee working on professional certification of DoD Land Managers for nearly a year. Rhys Evans, Tammy Conkle, Thomas Wray, Junior Kerns, Tom Poole, Richard Riddle, Terry Bashore, and Coralie Cobb have resolved most of the issues, except whether or not to have a code of ethics.

Dozens of possible titles for the certification were considered, but the committee generally accepted “Certified Military Lands Manager” or “CMLM.” Given the wide variety of natural resources disciplines, basic competency would be assured by requiring certification from another professional organization. Various levels of certification have been proposed from Associate to Senior and possibly Emeritus (for retired) with corresponding required levels of experience from 0 to 10 years and continuing education from 40 to 160 hours.

The committee split on the issue of whether or not to have a code of ethics. Some wanted to wait until there was a need; others thought that waiting until there was a need would be too late. Some saw no need for a code; others thought we should copy from the codes of other professional organizations.

Our postmodern world of moral relativism has jettisoned a universal code of ethics. Nobody, so they say, is qualified to tell another person what is right and wrong. Instead each must decide what is right or wrong for them according to the situation and their own thinking. How then do we account for the sense of justice that is ingrained deeply within us? We are offended when a colleague lies to us, a car dealer cheats us, or a burglar robs our home. Although our scientific and materialistic training does not address morality, we somehow know that there is right and wrong.
Managing natural resources on a military installation is fraught with conflicts and compromises that leave the manager caught on the horns of moral dilemmas. We must accommodate increasing military training on a shrinking land base while at the same time recovering species and conserving habitat. If anyone needs a moral compass to navigate our minefield, we do.

If the application for the title of “Certified Military Lands Manager” can be falsified with no consequences, what value does the title have? Who would want the “honor” of such a title if it ranked one among individuals who had lied to get their positions, routinely cheated the government of wages for a full day’s work, and stolen the credit for their employees’ accomplishments?

The title of “Certified Military Lands Manager” will ring hollow indeed, if all it stands for is training and experience. Of what value is it to know the scientifically sound solution if the manager lacks the moral fortitude to implement what is right.

The issue of the code of ethics should provoke some heated discussion in Columbus. I will see you there, March 21-24. Come prepared to discuss the code and what it should contain. We may still be hashing this out next year in Portland.
MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(ENVIRONMENT, SAFETY AND OCCUPATIONAL HEALTH)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(ENVIRONMENT)
ACTING DEPUTY ASSISTANT SECRETARY OF THE AIR
FORCE (ENVIRONMENT, SAFETY AND OCCUPATIONAL
HEALTH)
DIRECTOR, DEFENSE LOGISTICS AGENCY

SUBJECT: Training Workshop for DoD Natural Resources Professionals

Each year, the National Military Fish and Wildlife Association (NMFWA) conducts a
Training Workshop for DoD Natural Resources Professionals. This workshop provides an
excellent opportunity for DoD personnel specializing in fish and wildlife management to
meet and discuss challenges and solutions to managing these resources. It also affords an
opportunity for DoD natural resource managers to meet with counterparts from the U.S. Fish
and Wildlife Service and State fish and wildlife agencies who work on Sikes Act issues and
many other areas of common concern.

This year's Training Workshop will be held 21-24 March 2006 in Columbus, Ohio, in
conjunction with the 71st North American Wildlife and Natural Resources Conference.
NMFWA technical presentations will include sessions on noise, wildlife and the mission;
managing grasslands for the mission and wildlife; threatened and endangered bats; land
management and DoD military operations; wetlands; and cultural resources and the mission.
The attached program summary provides more details.

Additional information on the NMFWA program is available at
conference is at http://www.wildlifemanagementinstitute.org.

I would appreciate your support in informing your personnel about this conference and
workshop and encouraging appropriate participation. If you have any questions, please
contact Mr. Peter Boice at (703) 604-0524.

Alex Beehler
Assistant Deputy Under Secretary of Defense
(Environment, Safety and Occupational Health)

Attachment:
As stated
Here it is election time again. We have a full slate of candidates for NMFWA officers this year. You can view their candidate statements and vote online at NMFWA.org. Voting will be open through 10 Feb 06 and we will announce the winners shortly thereafter. Since some of the winners last year had difficulty making arrangements to attend the conference on short notice, we hope we can provide this year's winners a little more lead time to make arrangements. Hopefully everyone, since we are all winners, will be able to attend this year. As always we hope you can vote online, but if you need a hard copy ballot, you can copy the ballot in the FAWN, vote and FAX it to me at (410) 278-6779.

Jim Bailey, Nominations Chairman

President-Elect

Terry Bashore

Dr. Terry L. Bashore serves as the Senior Ecologist/Research Scientist for HQ Air Combat Command's Director of Aerospace Operations. He is the authority, scientific expert, single point of contact, and program director for all MAJCOM range and airspace activities related to the management and conservation of fish and wildlife, threatened and endangered species, natural/cultural resources, outdoor recreation, flood plain and wetland protection, and other related programs. Terry has served as a Senior Wildlife Ecologist/Operations Officer at Ft. Bliss, TX; Natural/Cultural Training Program Manager for the Army Corps of Engineers; and the Army's Natural Resources subject matter expert. Terry is currently the NMFWA's Vice President and a member of the Herp Working Group.

The NMFWA is the driving force behind the successful Department of Defense natural resource and land management program and must continue to do so into the future. As Natural resource management professional, we do not need to be reminded of the dynamic of an ever changing environment. Organisms that can not adapt to new changes most likely will become extinct. Like it or not, what applies to nature also holds true for the natural resource and land manager. We who cannot adapt to the evolving management philosophy of DoD leadership, are destined to be viewed as non-value added, and hence headed for extinction. In order for NMFWA to survive, we must be continually viewed as valuable assets and essential to the military mission. As president I will work to that end.
**Vice President**

Chris Eberley

NMFWA is a dynamic organization poised to increase the value-added leadership it provides to DoD and the DoD natural resources. The annual meeting at the North American conference is a fantastic opportunity to attract the attention of wildlife and natural resources professionals not yet familiar the excellent work that NMFWA members do every day. It is also the best forum for educating DoD leadership on the wide array of topics in which NMFWA members are actively involved. NMFWA has done very well in raising its stature through this meeting. My hope is to expand the visibility and partnerships for DoD natural resource professionals through the technical program of the annual NMFWA meeting.

I have been Program Manager of the Department of Defense Partners in Flight (PIF) program since 1997. I consult with the DoD natural resources community on bird conservation issues and communicate with NMFWA members and others regarding legislation and current events related to bird conservation that may impact DoD land management.

I grew up in Pennsylvania and received a B.S. in computer science from Indiana University of Pennsylvania in 1981. After working 2 years as a programmer-analyst and 9 years for Hewlett-Packard in computer support, I returned to grad school at The University of Georgia in 1992. I received an M.S. in natural resources management with a focus in ornithology in 1996, and did a one year “post-M.S.” project with the Patuxent Wildlife Research Center looking at Breeding Bird Survey data and aerial photography to analyze correlations between habitat change and population declines of the Painted Bunting. During grad school I was active in Georgia Partners in Flight, the Georgia Breeding Bird Atlas, and the Student chapter of The Wildlife Society. While serving as president of the Oconee Audubon Society in Athens, GA, I helped organize the joint annual meeting of Georgia Ornithological Society and the Association of Field Ornithologists in 1995.

Leadership roles at the national Partners in Flight level have included Chair of the Federal Agency Committee, webmaster of the PIF web site (www.partnersinflight.org), and Vice Chair of the PIF Northeast Working Group. I am currently chair of the Partners in Flight Implementation Committee (national steering committee). Ongoing roles include Communications Working Groups for Partners in Flight and both the U.S. and International Committees of the North American Bird Conservation Initiative (NABCI). I received the national Partners in Flight Leadership Award in 2001.

The DoD Partners in Flight program has an annual meeting at the annual NMFWA meeting, which I organize. In addition, the network of DoD PIF reps has a planning meeting each year which I organize and facilitate. I have written or been involved with articles about DoD’s role in bird conservation in *Bird Conservation*, *National Wildlife*, *Birding*, and *Currents* magazines, and edit the ongoing series of birding on DoD lands in the newsletter of the American Birding Association, *Winging It*.

Continued on page 6
Vice President (continued)

Mike Passmore

Greetings – I am a certified Wildlife Biologist and have been working with the US Army Corps of Engineers for 25 years. Currently, I am the Acting Deputy Director of the Environmental Laboratory, Engineer Research and Development Center, in Vicksburg, Mississippi. I started my career in 1980 as a Wildlife Biologist with the Corps’ District in Walla Walla, Washington and enjoyed working throughout the Snake River Basin of the Northwest. In 1996, I moved to the Environmental Lab where I was Chief of the Ecological Resources Branch until last year when I moved into my current position.

I grew up in Northern California and went to school at Oregon State University. After receiving my Bachelor and Master of Science degrees (wildlife science), I moved to Texas A&M University where I was a Graduate Fellow of the Rob & Bessie Welder Wildlife Foundation. I completed my PhD in 1981 (Wildlife Ecology/Ornithology). During my college years, I worked for the International Biological Program (Oregon), Alaska Dept. of Fish and Game (Pink Salmon research), and California Dept. of Fish and Game (Upland Game research). I’ve been active in The Wildlife Society for many years, holding several positions, including: Associate Editor of the TWS Bulletin (’98-’00) and Newsletter editor for the Biodiversity Working Group Executive Board (’02-present).

I’ve been a member of NMFWA since 1986 when I first encountered our organization at the North American Wildlife Conference in Reno, NV. I’ve been privileged to serve as Newsletter Editor and Membership Chairman for the past 6 years. It’s been great to be a part of an organization which has become a true leader in fish and wildlife management on a critical component of federal land holdings. We will continue to experience difficult challenges to our conservation mission, but I am confident that we have the leadership capability to overcome those and excel in “doing the right thing.” And, my election platform is “World Peace!”

Treasurer

Tom Vorac, C.F.

Hi, I am Tom Vorac and I am running for At-Large Director. I am a civilian forester working for the Army Environmental Center. I have 30 years experience working for the Army beginning with 13 years at the installation level and then moving thru the MACOM and IMA to direct support to the Director of Environmental Programs. I have been a member of the National Military Fish and Wildlife Association (NMFWA) since its inception and have actively participated over the years on committees.

I believe I am now in a unique position to provide assistance to NMFWA. In my current job I am performing on-site installation visits for the Director of Environmental Programs. This allows me to work directly with Army natural resource professionals. My goal is to assist other Officers and Directors in providing the membership information about what is happening in the field of Natural Resource Management and also within the Association.
Todd Wills

I am currently a Natural Resources Specialist with Booz Allen Hamilton under contract to the US Army Environmental Center (AEC) at Aberdeen Proving Ground, MD. My role at AEC involves technical support for the Sikes Act/Integrated Natural Resources Management Plans (INRMPs), wetland issues, threatened and endangered species, Natural Resources Damage Assessments (NRDA), invasive species and public outreach. I am also a participant in the Sikes Act Working Group, the Executive Secretary for the Interservice Environmental Education Review Board (ISEERB) Conservation Sub-committee, the current chair of the NMFWA Herpetology Working Group and teach sections of the Navy Civil Engineer Corps Officer's School (CECOS) Natural Resources Compliance course.

Prior to coming to AEC, I spent eight years working in the hazardous waste field, first at Fort Drum and then as an Environmental Chemist at the National Institutes of Health (NIH). I hold a BS degree in Environmental and Forest Biology from the State University of New York College of Environmental Science and Forestry (SUNY ESF). Previously I have worked in biological programs for the New York State Department of Environmental Conservation, Missouri Department of Conservation, United States Park Service at the Naval Air Weapons Station at Point Mugu and San Nicolas Island, and the United States Army at Fort Drum.

I believe that I would be an excellent choice for NMFWA Treasurer because I am thorough, dependable and can count (more or less). As for the direction of NMFWA that I would like to see, I believe that first off there needs to be greater reach in obtaining new members. Too often I talk to DoD natural resources oriented people who have never heard of the group. Within DoD, this is not acceptable. With increased membership comes increased participation. The organization was founded by individuals who "recognized the critical need for enhanced awareness of natural resources conservation" on DoD lands. Only through greater participation can we truly achieve this, especially at a time when more and more of the pillars of DoD conservation are retiring and new folks from outside DoD are coming in.

Director at Large

Coralee Cobb

Naval Facilities Engineering Command, Southwest Division
Code OPCE.CC; 1220 Pacific Highway; San Diego, CA  92132-5190

Natural Resources Specialist for Southwest Division, Naval Facilities Engineering Command, San Diego, California. 9 ½ years of employment. (May 96 to present). Botanist, Natural Resources Specialist and Biological Aide for Naval Air Station Miramar. 7 years (June 89 to May 96).

Education Background: Bachelor of Arts from the University of California, San Diego – General Biology. 28 credit hours of graduate level biology course work at San Diego State University.

Candidate Statement: Coralee Cobb

I think NMFWA is a great organization for those of us in the business of balancing the mission requirements of our military and the conservation of our precious natural resources. What I enjoy about our annual meetings is meeting with people that have an appreciation of our situation (dealing with the military chain of command, funding) that those outside the military cannot completely understand. It helps to be able to come back to my command and say, yes, it can be done, because they do it at fill-in-the-blank installation. Participating in the registration desk, coordinating the Show and Tell and hosting a session has greatly increased my knowledge of the members of our organization and I find myself traveling by installations saying I know someone who works at that installation. I find it really helps me at my job to have these connections.

I really enjoy this organization and we have made some positive improvement with our ability to communicate (newsletter and web page), but there is always room for improvement. My interest lies in improving our communication. It is great to be able to meet once a year at the annual workshop, but we should be better able to communicate on a year-round basis. We could benefit from a quarterly e-mail to allow for communication about items of common interest (training opportunities, T&E listings/critical habitat designations, job announcements or interesting meetings) within our area.

Sabrina Kirkpatrick: No Input

Richard Lance

I am a Research Biologist with the US Army Engineer Research & Development Center's Environmental Laboratory and have been working with DoD since 2001. Since that time I have conducted ecological and genetic research on bats, birds, tortoises, and native grasses. One of the really enjoyable aspects of my job has been meeting and working with natural resource managers from different installations. My educational background includes a BS in Zoology from Brigham Young University (1994), and a PhD in Evolutionary and Environmental Biology from the University of Louisiana at Lafayette (1999). I became a member of NMFWA in 2001.

Candidate Statement:

If elected as At-Large Director, I will approach the position with energy and enthusiasm. I believe that NMFWA and its members are in a special position to do great things for both the environment and DoD. In order to accomplish these things, DoD natural resource personnel must act in a coordinated fashion and NMFWA can provide the mechanism through which we all work toward common goals. It is also essential that DoD personnel are secure in their positions and that their value and expertise are recognized.
Director East

Tim Beaty

Tim Beaty is the Chief of the Fish & Wildlife Branch at Fort Stewart. He is a graduate of Abraham Baldwin Agricultural College and Georgia Southern University, and has been at Fort Stewart since 1977. He served as NMFWA’s East Director in the 2004-05 term. Tim has also served as a member of the Scientific Advisory Committee for the development of Georgia’s Red-cockaded Woodpecker Habitat Conservation Plan, and as a member of the Red-cockaded Woodpecker Recovery Team. His conservation efforts focus on developing and implementing effective conservation strategies for the Installation’s wildlife resources, while preserving and enhancing the land’s ability to support realistic military training. He resides in Sunbury, Georgia with his wife Carol, daughter Kelsey, and Molly the wonder lab.

Jason Ebrite

I have worked in support of Aberdeen Proving Ground’s Directorate of Safety, Health and Environment since 1990. From 1990 through 1994, I supported the installation’s regulatory compliance programs, and since 1995 I have served a leading role in the design and execution of complex and high hazard site remediation projects. This division of experience has provided me an understanding of environmental regulation, the balance and impact of military mission, and the requirements of remedial actions on an active installation.

I received my undergraduate degree in Biology, from Washington College, and received my M.S. in Environmental Technology Management from the University of Maryland’s University College. I was raised an outdoorsman and have always integrated this appreciation, and the knowledge gained through experiences in the field, into remedial design and execution strategies.

Working closely with the installation, its tenants and environmental personnel, I have served as a steward of the environmental program, and the military mission at APG. I work to derive solutions that accomplish objectives, without conflicting with mission. From this perspective, I have transferred lessons learned through removal and remedial actions to land use and range sustainability initiatives.

I am skilled in remedial design, remedial action, and high-hazard operations, including unexploded ordnance and suspect chemical warfare materiel contaminated environments. In addition, I am experienced in wetlands design, remediation, range clearance and construction, and shoreline stabilization. Working closely with the installation’s Natural Resource Section, I have prepared or conducted: wetland mitigation plans, wetland construction, wetland inventories, invasive species control investigations, and threatened species inventories.

In support of NMFWA, my desire is to contribute to the existing dynamic and to share practical knowledge. Coming from the private sector, I will work with government personnel to share my perspective and lessons learned. My expectation is that contract knowledge, practical experience and my understanding of the dynamic between regulation and mission requirements will be stimulating to me and the association. I appreciate this opportunity and would find it a privilege to serve.
**Director East (continued)**

Dave Goad

Mr. David Goad is currently the Chief for the Compliance and Conservation Team in the Environmental Division at Aberdeen Test Center (ATC). In this position, Mr. Goad is responsible for the day-to-day environmental compliance operations for the entire test center, including natural resources. Mr. Goad has been working for the ATC Environmental Division for over 4 years with progressively increased responsibility. Prior to ATC, Mr. Goad worked for 5 years at General Physics Corporation as a contractor to the Directorate of Safety, Health and Environment (DSHE) at Aberdeen Proving Ground (APG).

In the natural resource arena, Mr. Goad is charged with compliance for the test center which encompasses over 13,000 acres of wetlands and supports a healthy population of American Bald Eagles. He developed a monitoring protocol while at General Physics to perform roost monitoring at APG. While at ATC, he has played an integral role in assisting the Garrison with development of a Biological Assessment for the American Bald Eagle. He has developed management strategies for working with bald eagles on the test center.

**Candidate Statement**

As a member of the Board of Directors for NMFWA, I can bring a unique perspective; that of a tenant activity and range user. I can bring the perspective of the mission to the management of endangered species, game species, and wetland impacts. I would look forward to the opportunity to continually develop the NMFWA organization.

In this position, I would like to work to integrate the newer land managers with the experienced ones. I believe we can create a mentoring type of program to welcome the new members into the organization. I would like the organization to be a cohesive one, instead of one divided between the more experienced and the newcomers. In addition, I would like to increase membership by more military installations so that we can all benefit from a more comprehensive view of our challenge.

**Director West**

Randy English

Randy English, age 35, moved to Yuma, Arizona, in 2002. Before coming to Arizona, Randy worked as a biologist for the U.S. Army Corps of Engineers New York District, as a fisheries biologist aide for the Pennsylvania Fish and Boat Commission, and as a researcher for the Penn State Cooperative Wetlands Center. He received his Honors Degree (BS) in Wildlife and Fisheries Science from the Pennsylvania State University, completing both the Behrend Honors Program and the Schreyer Scholar Program. Randy is also a veteran of the United States Army.

Randy is currently the Wildlife Biologist for the 840,000 acre U.S. Army Yuma Proving Ground (YPG). His mission at YPG is to conserve the ecological integrity of the installation in support of its desert testing mission within the context of its partnerships with federal, state, and local agencies, non-governmental organizations, and the public.

Randy enjoys being outdoors, hiking, camping, and fishing. He is a member of the National Military Fish and Wildlife Association, Partners for Amphibian and Reptile Conservation, Arizona Interagency Desert Tortoise Team, and Arizona Bird Conservation Initiative Southwest Arizona Committee.
J.T. Hesse


Work experience, prior to moving to Arizona, was with Marine/Anadromous Fisheries Programs in the Pacific Northwest. Agency experience includes Oregon State Fish and Wildlife, The Wild Salmon Center, and Quileute Indian Tribe. Prior enlisted in the US Navy.

Received a BS in Environmental Science through Oregon State University, 1999.

Personal Interests include fly-fishing, camping, hiking.

Professional goals: To assist in the development and implementation of responsible natural resource management on DOD lands. To provide guidance to senior leadership in the very achievable goal of progressive resource management while minimizing negative impact to the military mission.

Sandra Baldwin

I have been working for the Navy since 1984, when I was just a teenager. I had very modest beginnings working my way up the corporate ladder from a GS-02 temporary Clerk Typist to a GS-12 Natural Resources Specialist. All the while I was attending a local Community College and then San Diego State University taking college courses and ultimately receiving a bachelor’s degree in Biology.

In my rise up the ranks I did Environmental planning for Camp Pendleton for about five years before diving into the Natural Resources arena. Nowadays, I am a Natural Resources Specialist for Naval Facilities Engineering Command Southwest in San Diego (that would be California and not Texas). My geographical area has expanded to include Marine Corps Mountain Warfare Training Center in Bridgeport; the Naval Outlying Landing Field in Imperial Beach; Naval Weapons Station Seal Beach; Detachment Fallbrook; and the Naval Medical Center in San Diego. In my work, I have avian noise studies, coastal sage restoration and bio-monitoring projects associated with construction projects. I have also been involved quite extensively in the past couple of years in field work. This has ranged from the smallest of vernal pool plants and animals (those elusive and pesky fairy shrimp!) to toads and rats.

I’ve been a member of NMFWA for over a year now. It has been quite enlightening to realize the similarities in our issues across the nation and to see how many of us crazy people there really are. I hope by being the Regional Director West, I will get to know you all better while facilitating the flow of information.
<table>
<thead>
<tr>
<th>Name</th>
<th>Installation / Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>President-Elect</strong></td>
<td>Coralee Cobb</td>
</tr>
<tr>
<td>Terry Bashore</td>
<td>Sabrina Kirkpatrick</td>
</tr>
<tr>
<td>Other</td>
<td>Richard Lance</td>
</tr>
<tr>
<td><strong>Vice President</strong></td>
<td>Other</td>
</tr>
<tr>
<td>Chris Eberly</td>
<td></td>
</tr>
<tr>
<td>Mike Passmore</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
<tr>
<td><strong>Treasurer</strong></td>
<td>Other</td>
</tr>
<tr>
<td>Tom Vorac</td>
<td></td>
</tr>
<tr>
<td>Todd Wills</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
<tr>
<td><strong>Director At-large</strong></td>
<td>East Regional</td>
</tr>
<tr>
<td>Coralee Cobb</td>
<td>Tim Beaty</td>
</tr>
<tr>
<td>Sabrina Kirkpatrick</td>
<td>Jason Ebrite</td>
</tr>
<tr>
<td>Richard Lance</td>
<td>Dave Goad</td>
</tr>
<tr>
<td>Other</td>
<td>Other</td>
</tr>
<tr>
<td><strong>West Regional</strong></td>
<td>Other</td>
</tr>
<tr>
<td>Sandra Baldwin</td>
<td>Randy English</td>
</tr>
<tr>
<td>J.T. Hesse</td>
<td>Other</td>
</tr>
</tbody>
</table>

SAMPLE BALLOT
VOTE ONLINE AT NMFWA.ORG
On Tuesday evening, starting at 1900 hr (7:00 pm), NMFWA welcomes both Old Timers and Newcomers to the annual NMFWA Ice Breaker. This event is not included in registration. Relax and dine among friends as we gather for food, drink, and conversation. This tradition began when Tammy Conkle, Coralee Cobb and Rhys Evans were all sitting at the same banquet table and met a new NMFWA member who had eaten takeout in her hotel room the previous three nights. The Ice Breaker is an informal networking opportunity to meet new friends, and help one another with common problems! It is also an excellent chance to meet the 2007 program chairman and suggest technical session topics for the next NMFWA meeting in Portland, Oregon.

Terry.Bashore
(Terry.Bashore@nmfwa.org)

--

Ice Breaker

Have you always wondered if there is some undiscovered artifact, obscure historical item, hidden art masterpiece, potentially famous autographed memorabilia, calorie laden gastronomic delight, or a gotta have practical item just waiting for you in Columbus, Ohio? If so, please mark your calendars and plan on attending the infamous NMFWA Silent Auction. It will be an experience you will not likely forget. As in years past, we are also soliciting our membership for items that can be auctioned off during this exciting annual event. Remember, this is one of our biggest fund raising events and every donated item will benefit the NMFWA membership for years to come. With Christmas still fresh on everyone's mind, this is also the perfect opportunity to re-gift some of those items that you just weren't all that excited about. As the old parable goes, one person's trash is another's treasure. If you have anything you would like to donate for this enjoyable and entertaining event, please contact Dick Gebhart by phone at 217-373-5847 or by email at d-gebhart@cecer.army.mil to discuss arrangements for delivery, set-up, and showcasing your donation. Let's make 2006 the biggest and best year ever!!!
The 6th annual NMFWA Photography Contest will be held in conjunction with the Show and Tell Reception. Please indicate on the pre-registration form that you wish to participate. Late registrants may enter, but advance notice is important for space requirements. Contest rules are as follows:

1. Photos must be taken by the participant. Anyone registered at the NMFWA conference is eligible to enter.

2. Photos must be mounted on stiff backing such as photo board, art board, or foam core, etc. Matting is optional. Do not submit photos in glass frames. Each photo must have the name and address of the photographer clearly marked on the back, along with the entry category.

3. Photos must be at least 5 X 7 inches and no larger than 11 X 14 inches in size (not including mat or board). Color and black and white prints are acceptable. Slides are not allowed.

4. Each photo must qualify in one of the following categories:
   a. Wildlife - any species is acceptable
   b. Installation field activities - photos must have been taken at a DoD installation or project site to qualify for this category
   c. Landscapes/scenic - any location is acceptable
   d. Humor/fun - includes wildlife or people in humorous poses, people taking part in fun activities such as NMFWA meeting, studio shots, etc
   e. Botany- any plant species is acceptable. This includes fungi, although fungi are technically not plants, and alga.

5. Each participant may enter up to two photos in each category. One prize will be awarded in each category. Participants at the Show and Tell Reception will vote on the winning photos. Winners will be honored at the Awards Banquet.

6. Bring your photos with you and submit them before the Show and Tell Session.

The POC for the contest is Tessa Martin-Bashore at (757) 878-3116 or tessa.martinbashore@eustis.army.mil.
2006 Technical Sessions

Closing Session with Keynote Addresses
This year we will forgo the opening session and shift the NMFWA Plenary Session and Keynote speakers to Friday, March 24. The closing day of the NMFWA meetings will be devoted to supporting the military mission. We have invited speakers from the Operations Directorates of each service branch to share with us their vision of their service’s future direction, and how natural resource and land managers can help them achieve their goals. The afternoon Technical Session will provide some very good example of proactive management for the mission, followed by the service’s breakout sessions.

Work Groups
The following work groups will meet during the 2006 Annual Training Workshop. These work groups always have interesting topics and discussions.

- Bats
- Bird Air Strike Hazard
- Conservation Law Enforcement
- Invasive Species
- Partners in Flight

Technical Sessions:

Small Mammals and Bats:
Managing bats on installations can be challenging. Changes in the status of protected and non-protected bats, technological advances in bat management tools, and current research are likely to be of interest to many Land Managers. This session will look at current and past management actions for bats on installations, the future outlook for bat conservation in the United States, DoD funded research into bat conservation and management, and new technological advances in bat management. Moderator: Richard Lance, ERDC, Waterways Experimental Station, Vicksburg MS. 601-634-3971, lancer@wes.army.mil

Noise, Wildlife, and the Mission:
The session is intended to cover a broad spectrum of issues and concerns regarding the impact of military-related noise on fish and wildlife and how this in turn has affected military mission activities. We hope to cover a variety of species, ecological situations, and mission activities. The intended outcome is to provide the attendees with a good idea of the range of challenges faced and lessons learned from actual experiences in the field. Moderator: David Tazik, 601-634-2610; Dave.J.Tazik@erdc.usace.army.mil

Big Game and Fur Bearers:
The management of wildlife can be very worthwhile when all objectives are met. Making strides to create a program that supports the military mission, the public, and the bionetwork of species all combine to be an effective management tool. This session will examine regulations and management practices that directly influence big game and fur bearers. Presentations should encompass management practices, rules and regulations, and the support of the military mission. Moderator: Beth Phillips, 479-484-2231, or DSN 962-2231 for more information e-mail at elizabeth.phillips@ar.ngb.army.mil

Continued on page 16
Grassland, It's Not Just For Smoking:
Grasslands on military installations are as varied as the installations themselves and there is more to management than dropping a match. Grasslands are some of the most endangered habitats in the United States. Some military installations contain the best remaining tracts of grassland in their areas. So, these grasslands are valuable both as wildlife habitat and as open space for mission critical training. This training encompasses aircraft flight, bombing, large-scale troop maneuvers, tank, tracked vehicle, and artillery training. These training regimes have helped maintain the grasslands and make them the high quality habitat they are. This session will look at the military mission and the wildlife that it has supported, and at carrying out wildlife management that is compatible with mission safety and requirements. **Moderator:** Neil Bass, 660-687-2014, M-F, 0900-1630 for more info or e-mail at neil.bass@whiteman.af.mil.

Natural Resources Success Stories: Getting the Message Out:
The old philosophical question goes "If a tree falls in the forest and no human is there to witness the fall, does the falling tree make a sound?" A similar question might be "If you have a successful natural resources program on a military installation and no one knows about it, how does the program's importance get stressed to the command, regulatory agencies and the many publics that are impacted or benefit from the program?" This session will look at methods that have worked for some military NR programs in command briefings, communications to sportsmen via the Internet and other outlets, general information to newspapers and other mass medias, as well as how the program's success can be brought to the attention of NGOs. **Moderator:** Jim Beemer, 845-938-3857, M-F, 0800-1630 (EDT/EST) for more info or e-mail at ravenwindrider@earthlink.net.

Wetlands – Blessing: or a Curse?
The DoD is charged with defending freedom and liberty, but must carefully balance protecting the concept called “freedom” – and the tangible land it lives on. Many of the vast and valuable Natural Resources of this great land (which are inseparable from the value of freedom and liberty) often seem to be stumbling blocks and hindrances to accomplishing this mission. Wetlands, though performing valuable functions, are many times the “thorn in the side” of a (sometimes needed, sometimes “perceived needed”) DoD activity. This technical session provides examples of difficult situations posed by the presence of wetlands to DoD natural resource/land managers and what steps were taken to overcome these challenges. Presentations for this session will illustrate how Natural Resource Managers developed workarounds the restrictions of jurisdictional wetlands to ensure the continuation of the mission. **Moderator:** Bryan Henderson, 919-722-7440 or DSN 722-7440 for more information or e-mail at bryan.henderson@seymourjohnson.af.mil.

DoD Operations And Land Management:
The Department of Defense is transforming itself to meet Defense and Home Land Security needs of the 21st century. These changes mean new challenges for DoD Land Managers. Range Sustainability has become the new focus phrase and Land Managers will be expected to sustain the training and test ranges while conserving land resources. In a very real sense, we need to begin to think of ourselves as more than Conservation folks or Land Managers but also "Range Facilitators.” This technical session is for invited speakers only who will provide updates on future directions of the individual service branches from the operations prospective. Speakers also provide suggestions on how Land Managers can assist Operations in helping sustain training and testing ranges for future military needs. **Moderator:** Stuart M. Cannon, U.S. Army Forces Command, Fort McPherson, GA, (404) 464-5664, cannons@forscom.army.mil.
Managing for the Mission:
Every day DoD Natural Resource/Land managers must show our Commanders that our profession is added value to the mission. The new National Security Personnel System (NSPS) is a performance management system, developed to value performance, reward contribution, and promote excellence. Our evaluations will depend on how well we support the military mission. This technical session provides examples of proactive natural resource/land management directly supporting military operations. Presentations for this session clearly illustrate the mission impacts (loss of training land, loss of training days, failure to perform the mission, etc.) that would have occurred if proactive management had not occurred. **Moderator: Tessa Martin-Bashore, 757-878-3116 or 757-342-1436; for more information e-mail at tessa.martinbashore@eustis.army.mil**

---

The Wildlife Society (TWS) has initiated a strategic planning initiative that is intended to provide guidance for the organization over the next 5-10 years. Seventeen individuals, representing a broad diversity of TWS members, will gather at the White Oak Plantation/Conservation Center in Yulee, FL from 13-14 January to explore the organization’s future, and to lay out the foundation of a draft plan. Among the many topics to be discussed include: TWS’ mission and niche within the wildlife and natural resources management and conservation community; core organizational values and beliefs; and priority actions for major programmatic areas, ranging from member services to publications to professional development and certification to conferences to government affairs and policy.

TWS is first and foremost a membership services organization, and the planning process will be inclusive and involve all TWS members. Once a draft plan is developed, members will be provided an opportunity and encouraged to review and comment on the draft plan before Council finalizes it. This iterative approach should result in an exciting and dynamic, yet achievable plan that meets our members' needs.

Council and staff will subsequently use this plan to allocate available resources, seek new resources, and periodically assess organizational progress in advancing our mission and goals. The plan will need to be updated regularly to account for changing circumstances. However, it will be an essential tool for moving our organization forward into an uncertain future. It will combine new and novel approaches with the best of what the Society is and has been. Of utmost importance, however, will be the vision and core values and beliefs on which the entire plan is based. What an organization stands for, along with the opportunities it provides for involvement and professional development, is why people join. As John Naisbitt once said: "Strategic planning is worthless—unless there is a strategic vision."
Projects to restore the long-term sustainability of stream and forest resources important for fish and wildlife are increasingly being employed on federal and state lands. Effective restoration requires an interdisciplinary team with a high level of expertise. Resource managers attempting large scale rehabilitation efforts are often frustrated by the maze of permitting timelines and technical knowledge needed to implement these projects.

Despite these challenges, in 2002 the Chugach National Forest decided to explore the feasibility of implementing a complex watershed restoration project. Resurrection Creek, located near Hope, Alaska, had historically provided high quality habitat for salmon, bears, bald eagles, moose and resident fish species. However, mine tailings, created by hydraulic mining at the turn of the century, had disconnected or buried the historic stream channel and wetlands, reducing the quality of habitat for wildlife. A restoration project could accelerate the recovery of riparian areas and improve fish and wildlife habitat on Resurrection Creek.

Recognizing that a project of this scale would be complicated, the Chugach National Forest decided to take an innovative approach—they contacted TEAMS Enterprise Unit for technical expertise and support. TEAMS is a group of Forest Service employees who provide NEPA planning, forest health and watershed restoration implementation services. TEAMS employs experts in a variety of resource areas including: engineering, fisheries, wildlife, recreation, lands and minerals, botany, and silviculture. While TEAMS is sponsored by the Forest Service their services are available to any government agency. They can provide a single resource specialist or an entire interdisciplinary team to provide project planning or implementation services. The Chugach arranged to have an entire interdisciplinary team work on the project.

Surveys conducted by TEAMS employees confirmed that placer mining conducted nearly a century ago had significantly altered fish and wildlife habitat within the project reach by confining and straightening the stream, increasing the channel slope by 27%, and creating a nearly continuous riffle with few pools or spawning gravel for fish. The mine tailings prevented fine sediment and organics carried by floods from being deposited on the floodplain, preventing natural fertilization and soil augmentation needed to reestablish vigorous riparian communities. These initial survey results suggested that a stream restoration project could improve habitat for both anadromous and resident fish that utilize Resurrection Creek, including four species of salmon: pinks (Oncorhynchus gorbuscha), chum (Oncorhynchus keta), coho or silver (Oncorhynchus kisutch) and chinook or king (Oncorhynchus tshawytscha).

Initial project planning raised concerns ranging from contaminants in mine tailings released into the stream ecosystem to visual quality impacts to trail users. Of foremost concern were the unknown levels of mercury present in the mine tailings as a result of the gold amalgamation process. Placer mining generally resulted in a slurry of heavier materials, or “black sands,” that included tiny specs of gold that settle out during the sorting process. Elemental mercury was used during these operations to extract the tiny gold particles from the slurry because of its properties that allow it to bond to gold, making a mercury amalgam. In the process, some of this mercury was spilled directly into the stream or the mine tailings. Mercury toxicity has the largest effect on neurodevelopment of fertilized eggs and young developing fish.

To address these concerns a study was conducted to determine the levels of mercury present in the system by sampling fish, water and sediment and comparing mercury levels to those in a reference reach. The study found that mercury levels are very low and consistent with mercury levels regionally. The study also found that mercury levels in fish and water in Resurrection Creek are likely not high enough to be toxic to developing juvenile fish and eggs.
With a determination that the level of contaminants in the mine tailings would not harm fish, wildlife or humans, restoration proceeded. In the summer of 2005 three quarters of the heavy equipment construction work was completed. Approximately 120,000 cubic yards of mine tailings were redistributed to recreate a new stream channel and floodplain. Excavating and shaping the new stream channel with natural pool-riffle-glide sequences increased the channel length by 30 percent. Side sloughs and ponds, important for young fish, were constructed on both sides of the new stream channel. These side sloughs also act to dampen the erosion potential from floods. Approximately 500 pieces of large wood were placed into engineered log jams along the main channel. These jams allow for moderation of side slough flows, provide cover for spawning and rearing fish, provide a high quality nutrient supply for fish, and work to capture additional natural wood during flooding. Approximately 5000 cubic yards of soil and woody debris were spread onto the newly created flood plains to enhance both natural revegetation and future hand planting.

The project is currently ahead of schedule and has been an overwhelming success to date. The remaining work will be completed in the summer of 2006. The success of the project can be attributed in large part to the Chugach National Forest and TEAMS partnership. TEAMS provided the forest with support from project planning and design to implementation. TEAMS members working on the project included: an interdisciplinary team leader, landscape architect, recreation specialist, social and economics specialist, writer/editor, structural engineer, engineering geologist, fisheries biologists and contracting officers’ representative. Thanks to their efforts pink, coho and chinook salmon are spawning in this section of the stream for the first time in 100 years.

The project is currently ahead of schedule and has been an overwhelming success to date. The remaining work will be completed in the summer of 2006. The success of the project can be attributed in large part to the Chugach National Forest and TEAMS partnership. TEAMS provided the forest with support from project planning and design to implementation. TEAMS members working on the project included: an interdisciplinary team leader, landscape architect, recreation specialist, social and economics specialist, writer/editor, structural engineer, engineering geologist, fisheries biologists and contracting officers’ representative. Thanks to their efforts pink, coho and chinook salmon are spawning in this section of the stream for the first time in 100 years.

For more information about TEAMS visit their website at www.fs.fed.us/teams. POC: Anthony Olegario [aolegario@fs.fed.us]
It’s never too early to be thinking about nominations for NMFWA awards that will be presented at the Association’s Training Workshop to be held in 2006 at Columbus, Ohio. Please take a minute to review the award information below and recognize those folks that are doing great natural resources work in your area. Remember, any individual can make a nomination (you don’t have to be a NMFWA member) and awards can be presented to any individual or group that meets the Special Achievement Award criteria below. Nominations should be submitted (using the form on the next page) via e-mail to Marian Lichtler, Awards Committee Chair, at marian.lichtler@avonpark.macdill.af.mil (I am new to this, so please be gentle with me). The NMFWA Awards Committee will review all nominations and nominees will receive a plaque, award certificate or NMFWA Presidential congratulatory letter. Don’t delay – make your nominations today!

NOMINATION CATEGORIES

1. SUPPORT: For persons who indirectly assist natural resources.
   a. Military Support of Natural Resources. This area 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 area is for civilians who have supported natural resources above the norm. Individuals may be employed by DOD or a supporting agency.

2. VOLUNTEER: For a group or an individual assisting in natural resources programs.
   a. Education. This area is to recognize efforts in natural resources education. Includes interpretation, hunter education, troop training by individuals, groups or interagency cooperation.
   b. Management. This area recognizes efforts on an installation which assist program managers in a variety of natural resources projects. Includes research, revegetation, fish/wildlife habitat enhancement, and endangered species management by interns, private citizens, groups or organizations.

3. PROFESSIONAL: For persons working in natural resources conservation. Includes both DOD and non-DOD employees.
   a. Management. This area covers all aspects of natural resources management. Includes lifetime achievements, special projects, or anything showing great dedication to the profession.
   b. Law Enforcement. This area recognizes any of the wide variety of professions dealing with fish and wildlife law enforcement. Includes game wardens, JAG officers, lawyers, judges etc.
   c. Technical. This area recognizes people who are critical to natural resource management but who often go unrecognized. Individuals may include tractor and heavy equipment operators, biological technicians, clerical, laborers, or others who provide technical services to the program.
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.

NOMINATIONS DUE TO MARIAN LICHTLER BY COB 15 FEB 2006.
White-tailed Deer Management Permits: Camp Bullis, TX

With ever increasing white-tailed deer herds in the United States, population management on military lands can seem an insurmountable task. At Camp Bullis, TX the management of the deer herd has always been a race against time. With numerous limitations such as increased training, short hunting seasons, and individual tag limits, reaching the annual harvest quota was a challenge. New this year, Camp Bullis has entered into the Managed Land Deer Permit System (MLDP) offered through the Texas Parks & Wildlife Department for landowner’s actively conducting wildlife and habitat management. Under this permit system the hunting season is extended two full months, all legal firearms and archery equipment can be utilized throughout the entire season, and hunters are no longer limited by their individual number of tags on their hunting license; thus giving wildlife and recreation managers more freedom making harvest & hunting decisions without having to race the clock. Another huge benefit of this system is to the active duty Soldier, allowing more time for needed recreation given the hectic schedule of our military men and women. Overpopulations of large ungulates are some of the few animals, other than humans, that can severely alter the vegetation composition of an area in a seemingly short amount of time. With endangered species habitat protection at the top of the Camp Bullis list and no large predators to keep the deer herd in check, the MLPD system has aided greatly in reaching our population management goals for 2005. Although this particular system is specific to Texas, other state game regulatory agencies are a good place to look to for new ways to help manage our military ecosystems.

Lucas Cooksey,
Wildlife Biologist
Camp Bullis Training Site, TX

The Southwest Vegetation Management Association (SWVMA) will conduct its annual meeting the week of 23OCT06. The mission of SWVMA is "to conserve and protect Arizona's natural resources by providing a state-level organization that emphasizes an integrated management approach to address invasive or pest plants." Watch the website http://www.swvma.org/ for details. Anyone interested in providing session topics or desiring more information can contact me.

Valerie Morrill, Range Management Specialist
US Army Yuma Proving Ground
ATTN: CSTE-DTC-YP-PO
301 C Street; Yuma, AZ 85365-9484
voice: 928-328-2244 (DSN 899); cell: 928-920-7161; fax: 928-328-3648
FUNDING AVAILABLE FOR ENVIRONMENTAL RESEARCH AND DEVELOPMENT

ARLINGTON, VA, November 10, 2005—The Department of Defense (DoD), through the Strategic Environmental Research and Development Program (SERDP), will be funding environmental research and development in its core thrust area of Sustainable Infrastructure. The objective of this effort is to identify, develop, and transition environmental technologies that relate directly to defense mission accomplishment through tools and techniques that will permit the DoD to manage lands in a sustainable manner for natural resources (e.g., ecosystem management, land management, maritime sustainability), cultural resources, and the built infrastructure (e.g., air/water quality, solid waste, noise). This also encompasses the technologies required to sustain deployed forces. SERDP intends to fund multiple projects within the Sustainable Infrastructure thrust area involving the following work:

- Methods to Assess Cumulative Effects on Threatened and Endangered Species
- Identification and Control of Non-Native Invasive Species Transport During Department of Defense Activities
- Assessing Human Annoyance Due to Military Noise
- Watershed Management Models for Military Installations: Fort Benning Watersheds

Projects will be selected through a competitive selection process. **PRE-PROPOSALS FROM THE NON-FEDERAL SECTOR ARE DUE BY THURSDAY, JANUARY 05 2006. PROPOSALS FROM THE FEDERAL SECTOR ARE DUE BY THURSDAY, MARCH 16 2006.** Detailed instructions for federal and private sector proposers are available on the SERDP website: [http://www.serdp.org/funding/index.cfm](http://www.serdp.org/funding/index.cfm).

SERDP will also be funding environmental research and development through the SERDP Exploratory Development (SEED) program. The SEED program is designed to provide initial funding for high-risk, high payoff projects. For FY07, Sustainable Infrastructure SEED is focusing on:

- Environmentally Friendly Deconstruction Techniques for Buildings and Other Permanent Structures Containing Lead-Based Paint

**All SEED proposals are due by THURSDAY, MARCH 16 2006.** Detailed instructions for both federal and non-federal proposers are available on the SERDP website at [www.serdp.org/funding/index.cfm](http://www.serdp.org/funding/index.cfm).

**Bat Working Group Meeting**

The NMFWA Bat Working Group will meet on Friday, 24 March, from 9:00 to 9:45 a.m. in Harrison 1st Floor of the Hyatt Regency Columbus. Anyone interested in bat conservation and management on DOD installations is invited to attend the session. The focus of this year’s meeting will be on survey protocol and methodologies. No formal presentations will be scheduled, but attendees will be encouraged to discuss bat inventory and monitoring practices on their installations. Summaries will also be provided from recent national and regional bat meetings (e.g., North American Symposium on Bat Research, The Wildlife Society Western Section Natural History and Management of Bats Symposium, Southeastern Bat Diversity Network, Northeastern Bat Working Group, and state bat working groups). Major conservation issues identified by the North American Bat Conservation Partnership will be noted. The floor will also be open for discussion of other bat activities and concerns on military installations.
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.