In Memory of Dr. Warren Ballard, Jr.

Obituary reprinted from memorialdesigners.net

Dr. Warren B. Ballard Jr., beloved husband of Heather A. Whitlaw and widely-published author and nationally-recognized professor in Texas Tech University’s Department of Natural Resources Management passed away peacefully at his Lubbock home on January 12, 2012 after a brave fight with pancreatic cancer.

He is lovingly remembered by his mother, LaVerne Rosemary Ballard (nee Bernat); wife, Heather Whitlaw; children, Cindy Bergamo and husband, Greg, Laurina Wittig and husband, Thomas, Warren Ballard III and Raymond Ballard; grandchildren, Ezra Bergamo, and Blair and Brandon Ballard; mother-in-law, Nan McGhee, father-in-law, David Whitlaw, sister-in-law, Patricia Whitlaw; nieces, Elizabeth Jones and Paige Jones; and graduate students, colleagues, and friends around the world. He is preceded in death by his father, Warren Baxter Ballard, Sr.

“His legacy lives on in the students, faculty and research projects he touched,” said Michael Galyean, Interim Dean of the College of Agricultural Sciences and Natural Resources. During Warren’s long career he produced more than 200 peer-reviewed journal articles and raised some $3.2 million in grant, contract and research support.

Warren was born on April 28, 1947 in Boston, MA, to LaVerne Rosemary Ballard (Bernat). LaVerne soon met her husband and Warren’s adoptive father (Warren Baxter Ballard, Sr.) and the family moved to Albuquerque, NM in the early 1950s where Warren attended St Pius X High School. He earned a Bachelor’s degree in fish and wildlife management from New Mexico State University and his Master’s degree in environmental biology from Kansas State University. His earned his doctorate in wildlife science from the University of Arizona. On June 7, 1995, Warren married the love of his life, Heather Whitlaw in Fredericton, New Brunswick, Canada.

Dr. Ballard was a Texas Tech Horn Professor and the Bricker Chair in Wildlife Management. A Horn professorship is the highest honor a faculty member can receive from the university. “Horn Professors are a testament to the quality of our academics because they represent the very best of our faculty,” said Guy Bailey, Texas Tech president.

Warren was the Editor-in-Chief of the Wildlife Society Bulletin, an international scientific journal for...
A Message from the President

As I reflect on my last column for the newsletter, I cannot help but think how fast 2011 has passed. Undoubtedly, it was a busy year with the legislative session and the numerous bills regarding conservation in Texas, including 17 bills related to white-tailed deer. Thankfully, Doug Slack, as well as many others, spent countless hours at the Capitol making sure the Texas Chapter had a voice on matters of importance. Texans and the wildlife of this state suffered through an incredible drought which may be the worst on record, and a devastating fire season that had tremendous impacts on some of our fellow members. Despite some of these hardships and the fast pace of life, we’ve come through the year in good shape. I think most of us across the state have received some much needed precipitation creating a buffet of winter weeds across the landscape and hopefully a good wildflower season this spring.

Somewhere in the middle of all that I found a little time to take my wife and son hunting. They were lucky enough to put some venison in the freezer. To top it off, Montgomery went on his first duck hunt this year. He took a black-bellied whistling duck and a shoveler, out doing his Ol’ Dad. I can’t think of a more enjoyable time than those hours in the field with my family. However, more importantly, my wife and son are experiencing a small piece of the success of the North American Conservation Model that in part ensures the wildlife they enjoy is a public resource, and that all of us have an opportunity to hunt. While at 8 years old he may be a little young to understand everything about the Model, Montgomery knows that hunters and conservationists across the nation are a great part of the plan. I hope you all take time to reflect on the North American Model and what it means to each of you. This year’s plenary session just so happens to be titled “The North American Model, Is It Still Relevant?” We have a great slate of speakers, including Paul Krausman, John Organ, and Ruben Cantu to give us some varied perspectives about the challenges and successes of the Model now and in the future. I hope you will attend the plenary session and be a part of the discussion.

This year’s 48th annual meeting of the Texas Chapter and joint meeting with the Southwest Section of TWS will be held in Fort Worth, at the Radisson Hotel - Fossil Creek, February 23 -25, 2012. Aside from the exciting plenary session, program chair, Amy Turner, has received over 150 poster and papers this year which should make for some great technical sessions. In addition, we have scheduled a session focusing on “Wildlife Research and Management along the Southwest Border”, appealing to many members of the Southwest Section. Activity chair, Kevin Schwausch, and his committee have arranged several workshops including a wildlife disease workshop, and a “Find Your Dream Wildlife Job” workshop to prepare students and young professionals for seeking employment in the wildlife profession. It’s not long until the annual meeting, so take time to register (online at the Texas Chapter website or mail the enclosed form) and make lodging arrangement at the hotel. Be sure when making room reservations to let them know you are with the Texas Chapter of TWS.

As I look back on my participation in the Texas Chapter over the last 19 years, there have been numerous opportunities presented to me and many doors that have been opened. From an undergraduate scholarship, to the student shadow program years ago that opened the door to a career in the wildlife profession, and more recently opportunities to serve on various committees and the Executive Board. I can say it’s been a rewarding experience and I hope you find as many opportunities as I have with the Texas Chapter. It’s been an honor to serve the Texas Chapter and work alongside so many incredible professionals. Thanks to all those who have helped make this year a success and to my committee chairs for all the hard work in preparation for our upcoming meeting.

Take care and see you in Fort Worth.

Alan Cain, President
In Memory of Dr. Warren Ballard, Jr.

wildlife scientists. In 2009, Ballard was awarded the Outstanding Research Award from Texas Tech’s College of Agricultural Sciences and Natural Resources, and the Outstanding Achievement Award from the Texas Chapter of the Wildlife Society in 2007.

He was named a Wildlife Society Fellow by the National Wildlife Society in 2005, and was presented the Chancellor’s Council Distinguished Research Award at Texas Tech in 2002. He was presented a special service recognition award from the Wildlife Society that same year. In 1989, Warren was honored by his peers with the Distinguished Moose Biologist award.

Prior to joining the Tech faculty in 1998, Dr. Ballard worked as a research supervisor with the Arizona Game and Fish Department. He also served as director and associate professor with the New Brunswick Cooperative Fish and Wildlife Research Unit at the University of New Brunswick (Canada). Warren spent 18 years as a wildlife biologist and research scientist with Alaska Department of Fish and Game. His ground-breaking research on predator-prey relationships, wolf ecology, and ungulate populations is still widely recognized.

The Service will be held January 19 from 2pm to 3pm at:

Lake Ridge Chapel and Memorial Designers
6025 82nd Street
Lubbock, TX, US, 79424
(806) 698-8085

A tribute page can be found at http://www.memorialdesigners.net where you can leave messages for Heather and his family.

A local florist is:
College Flowers
http://www.collegeflowersonline.com
1-800-288-2861
Every year, particularly during May and December, graduate students receive their diploma and start their process of seeking employment. Resumes are updated and polished, the internet is scoured for job openings, and application materials are sent to agencies. With luck, several interviews are scheduled. Background information is researched, clothes are ironed, and interview tips are reviewed. Hopefully, the former students ace the job interview and are offered a position.

The reality is during these difficult economic times, jobs can be very competitive. Fewer jobs available along with an influx of laid-off employees equals competition. Employers may notice an uptick in applicants meeting or exceeding the experience requirements. This may cause recent graduates to be overlooked, especially the “career students”, those that pursued advanced degrees without employment in between.

A quick review of job openings in the TAMU job listserv contains statements such as:

- At least 10 years of post-PhD experience in water science, water policy/economics, or water management
- B.S. degree in the biological sciences with 2 years of professional biological experience or a M.S. degree in the biological sciences with 1 year of professional biological experience
- Minimum 3 years of experience conducting field studies or surveys with at least 2 years directing or leading such field studies or surveys

Some employers allow post-secondary degrees to be partially counted towards experience. However, this experience requirement creates a quandary for recent graduates. A thought process may be “Do I want to work for a random agency to meet the experiment requirement for the job I prefer then resign after 1-2 years?” Quitting a job after a brief stint may not result in a glowing recommendation from the employer nor do the employers want to hire someone for only 1-2 years. Another thought process is “What is the point of earning advanced degrees if employers require experience?” Employers need to recognize that students, particularly doctoral candidates, involved with wildlife research are responsible for many similar duties as that of a wildlife biologist with the exception of perhaps public relations and study design. Granted, it would be beneficial for employers to hire people with extensive experience; however, wildlife research techniques continue to evolve over time. For instance, GIS technology has increased exponentially during the last decade. Who would be more educated in this topic – a recent graduate student that has taken several 4-month long courses or an experienced wildlife researcher that has attended a workshop or two?

Many employers want the opportunity to interact with potential employees prior to making a hiring decision. Thus, employers may require a face-to-face interview rather than conducting a telephone interview. Rarely is travel to the interview site paid for by the employer; candidates may have to spend $100 to $400, depending on the location. With multiple interviews at out-of-state locations, the expense quickly adds up. Recent graduates have lived off student loans and small stipends for the last 2-4 years and may be in a financial disadvantage compared to other interviewees who may have been employed prior to the interview. Consequently, struggling graduates may have to decline interview opportunities for positions that are not in close proximity.

This issue can be resolved because technological advances have allowed communication venues to become elaborate. For instance, video instant messenger via webcam (e.g., Skype and Eyeball Chat) allows interviewers to personally interact with potential employees. Using this free technology for only 30 minutes, employers have the opportunity to evaluate whether a candidate is ideal for a position, even if the candidate is 2,000 miles away.

Employment is a two-way street. Candidates take the time and effort to improve knowledge and experience by attending graduate school so they can work for agencies that offer the best fit. Agencies or organizations want to hire the best person for the job so they can be successful in whatever endeavor is pursued. As a recent graduate seeking employment, these 2 aspects I mentioned need to be addressed so that graduate students are provided an equal opportunity.
The forthcoming annual meeting of the Texas Chapter of The Wildlife Society is shaping up to be an important event with some unique opportunities for our Chapter to address major natural resource and wildlife conservation issues. As previewed in this column in the last newsletter, our plenary session will focus on the Public Trust Doctrine and the “North American Model” of wildlife conservation. John Organ (former President of The Wildlife Society), Paul R. Krausman (current President of The Wildlife Society and Aldo Leopold Award winner), and Ruben Cantu (Regional Director of Texas Parks and Wildlife Department's Wildlife Region 1 and former President of the Texas Chapter of The Wildlife Society) will headline the meeting's plenary session with an important discussion of the relevance of the Public Trust Doctrine to wildlife conservation in Texas.

Because of the importance of the discussion of the roles of the legislature and public resource agencies in the stewardship of our wildlife resources, we will ensure that elected representatives and news outlets learn about the plenary session. I encourage you to attend the plenary session at the annual meeting and invite colleagues, students, and any others who you feel can benefit from this critical discussion.

Several members of the Texas Chapter are serving as members of the Science Advisory Committee of the Comptroller’s Task Force on Economic Growth and Endangered Species. Although not all members have affirmed their participation as of this date, at least 12 members of our Texas Chapter are slated to participate on this committee. The Advisory Committee has been asked to provide assistance in defining species priorities and in the development of survey protocols to ensure that timely, reliable data are used in the decision-making processes regarding species of concern in Texas.

I have represented the Texas Chapter at two meetings of the Southern Plains Drought Assessment and Outlook Forum in Austin and Fort Worth during the last 6 months. Despite the moisture present in December (2011) and January (2012) in much of Texas, we are still set up for another La Niña year with a predicted continuation of the drought from last year. Let’s hope that we get to use our rain gear in the remainder of 2012. Look forward to seeing you at the February meeting of the Texas Chapter of The Wildlife Society in Fort Worth.

Keep Texas Wildlife Wild!

Doug Slack
Austin, TX 78739
Phone: 979.324.3266
dslack.tctws@gmail.com
Happy Holidays from Nicaragua. I’m currently on sabbatical and working in Nicaragua on a ‘bats in forests’ project. I’m working with incredible people here including staff of Paso Pacífico, the NGO helping to rebuild forest connectivity in the Rivas Isthmas, a Nicaraguan bat biologist who can (fortunately for me) quickly identify the many Phyllostomid bats we capture, two students who will help with acoustic bat detection work, and a Nicaraguan forester. I mention the great people I’m working with because that is also the case with TWS staff and Council. I have enjoyed my term as Southwest Section Rep and learned so much. TWS staff works so hard and gets so much done. I hope you all have a chance to meet Michael Hutchins and some of his staff at the upcoming TWS Arizona/New Mexico Joint Annual Meeting and Texas Chapter meeting if you haven’t met them already.

Here’s the latest – thanks to Annaliese Scoggins (TX), Selma Glasscock (TX; SW Section President), and TWS staff, we now have a Southwest Section web site. Please visit the site at http://joomla.wildlife.org/SW. In addition, we are staying active with our Southwest Section Listserv and Selma Glasscock is doing a great job getting information out to members about upcoming events. The Southwest Section Facebook page is up and running. Please ‘like’ us at The Wildlife Society Southwest Section Chapters Hub (http://www.facebook.com/pages/The-Wildlife-Society-Southwest-Section-Chapters-Hub/205755042835210)! Especially encourage all student members to this site as this can help link our student chapters and professionals throughout the Southwest. We just sent out our second newsletter and Renae Held (NM) is taking over the reins as newsletter editor. The current newsletter has nomination information for SW Section elections. We need to vote for a President-Elect and nominees are Renae Held (NM) and Misty Sumner (TX). Check out the information about each candidate in the newsletter (posted on the web site) and make sure to take time to vote. Other great news – we added 52 new members since our last newsletter in April. Membership in the Southwest Section is still only $5 per year – pass the word along that we’re building the section and need more active members.

At the National level, TWS has over 10,600 members; I hope we can make 11,000 for 2011. I donated money for student memberships in December – I challenge you to do the same and add more students to the national, section, and state-level TWS. Students represent our future and investing in them so they are part of TWS helps make TWS a stronger organization in the future. I helped organize a new event at the national meeting. Designed to encourage networking and career-development among women at all career levels, the event was called Women of Wildlife (WOW). Other organizers included President-Elect Wini Kessler, three Working Groups (Ethnic and Gender Diversity, Native Peoples’ Wildlife Management, Student Professional Development) and a core group of other professional women. The national office designed a WOW button for attendees and >100 student and professional wildlife women pro-vided pictures that were displayed during the mixer to show the different ways women are working in wildlife research, conservation, and management. The mixer was a huge success with >350 attending. Also at the meeting, the SW Section was honored by the recognition of 2 new Fellows: Bill Block and Selma Glasscock. The Wildlife Society Fellows Program recognizes members who have distinguished themselves through exceptional service to the wildlife profession. Start thinking about SW Section nominations for 2012 for the Fellows Program.

Don’t forget about the upcoming meetings – Arizona/New Mexico Joint Annual Meeting (Feb 2-4), Texas Chapter Meeting in conjunction with SW Section Meeting (Feb 23-25), and the Southwest Fire Ecology Conference (Feb 27-Mar 1, 2012), and the IV International Wildlife Management Congress (July 2012) in Durban, South Africa. A call for proposals is currently out for the IV International Wildlife Management Congress as well as for the 2012 TWS Annual Conference in Portland, Oregon.
Council also approved the release of two draft position statements for member review and comment; these include statements on Workforce Diversity within the Wildlife Profession, and Wolf Restoration and Management in the Contiguous United States. Look for these soon and provide your comments. Council concurrently rescinded the expired statement on the Restoration of Wolves.

As always if you have questions or comments for me, please contact me – email is best at this time (carol.chambers@nau.edu).

Southwest Section Representative (2012)
Carol L. Chambers
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Northern Arizona University
Flagstaff, AZ 86011
FEDEX: 200 E. Pine Knoll Room 116
Phone: (928) 523-0014 Fax: 928-523-1080
Email: Carol.Chambers@nau.edu
Texas Chapter of the Wildlife Society
Annual Meeting 2012
February 23-25
Radisson at Fossil Creek
Fort Worth
Chapter Business

Texas Chapter of The Wildlife Society

"Excellence in Wildlife Stewardship Through Science and Education"

48th Annual Meeting of the Texas Chapter of The Wildlife Society
February 23-25, 2011
North-Fossil Creek Radisson Hotel, Fort Worth, Texas

“The North American Model, Is It Still Relevant?”

48th Annual Meeting Information:

The 48th Annual Meeting of the Texas Chapter of the Wildlife Society will be held February 23-25, 2012, at the North-Fossil Creek Radisson Hotel in Fort Worth, Texas. The Radisson is located at 2540 Meacham Boulevard, Fort Worth Texas 76106. For more information about the hotel, go to www.radisson.com/ftworthtx_north. You may reserve rooms by calling Reservations at 817-625-9911 or 800-967-9033. Hotel room cost will be $95.00 per night for a single or double occupancy room. Please be sure to reference you are with the “Texas Chapter of the Wildlife Society” when making your reservation. The guaranteed rate and guestroom block are good through January 23, 2012, after which any unreserved rooms will be released. We do ask that you stay at the host hotel in order for us to meet our contractual obligations. You may pre-register by mailing in the form in this announcement, or the form in the upcoming newsletter, or registering online at the following website http://site.tctws.org/xs.php?page=meeting_1of5&pageid=268&bl=home. The registration fee includes the President’s Reception, Student Breakfast (students only), Past President’s Luncheon (past president’s only), Awards Banquet, and all sessions. Registration at the meeting begins at 1:00 p.m. Thursday, February 23 in the foyer area of the hotel. We look forward to a great meeting and hope to see you there.
**PRE-REGISTRATION FORM**

48\(^{th}\) Annual Meeting of the Texas Chapter of The Wildlife Society  
February 23-25, 2012  
Radisson Hotel, Fort Worth, Texas

Please Print Name (as it will appear on name tag): ____________________________________________

Affiliation/Student Chapter: ______________________________________________________________

Address:  

Street: ______________ City: __________ State: __________ Zip: __________

Phone (day): ___________________ Phone (mobile): ___________________ E-mail: ___________________

I would like to participate in the Student/Mentor Program as a:  

Student_______ Mentor________

<table>
<thead>
<tr>
<th>Pre-registration (Postmarked by Feb 3)</th>
<th>Registration (Postmarked after Feb 3)</th>
<th>Number</th>
<th>Total</th>
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<tr>
<td>Member $155</td>
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<tr>
<td>Non-member $175</td>
<td>$200</td>
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<tr>
<td>Student Member $85</td>
<td>$105</td>
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<tr>
<td>Student Non-member $95</td>
<td>$115</td>
<td>______</td>
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For catering purposes please indicate attendance at the following:

- President’s Reception (included in registration)  
  Yes_____  No_____
- Awards Banquet (included in registration)  
  Yes_____  No_____
- Seating is limited to first 500 registrants.
- Fish____ or Beef____
- Past President’s Luncheon (Past President’s only)  
  Yes_____  No_____

Guest Fees:  

- President’s Reception $35  
  ______  ______
- Awards Banquet $40  
  ______  ______
- Technical Sessions $30  
  ______  ______

Guest Tickets:

Name(s):  ____________________________________________

Workshops:

- Wildlife Disease Workshop for Wildlife Professionals  
  $35  
  February 22\(^{nd}\) 12-5pm & 23\(^{rd}\) 8am-5pm at Cabela’s. Attendee space is limited.

- “Find Your Dream Wildlife Job” Workshop  
  Free  
  February 23\(^{rd}\) 12:30-2:30pm

- Certification Workshop: Providing the Tools and Knowledge  
  Free  
  Needed to the Start the Process to become a Certified Wildlife Biologist  
  February 23\(^{rd}\) 12:30-2:30pm  Attendee space is limited.

Chapter Dues:

- Regular Member $25  
  ______  ______
- Student Member $15  
  ______  ______
- Life Member $350  
  ______  ______

Total Enclosed $_______

Please make check or money order payable to Texas Chapter-The Wildlife Society and mail to: Leslie Hammond, TPWD, 114 Center Ave. #300, Brownwood, TX 76801. Please fill out a separate registration form for each individual (i.e. no group registration forms please). When sending in a purchase order for a group of registrants, please specify for whom the purchase order is covering.

You may register online with a credit card at [http://site.tctws.org/xs.php?page=meeting_1of5&siteid=268&bl=home](http://site.tctws.org/xs.php?page=meeting_1of5&siteid=268&bl=home)

Pre-registration must be postmarked by Feb. 3, 2012. Cancellations prior to Feb. 3 will be fully refunded. Registration receipts will be available at the meeting. For questions about registration contact Leslie Hammond at (325) 643-5977 or leslie.hammond@tpwd.state.tx.us

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Newsletter, January 2012
# SCHEDULE OF EVENTS

**Thursday, 23 February 2012**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>9:00 a.m.–12:00 p.m.</td>
<td>Executive Board Meeting</td>
<td>Barron's Restaurant</td>
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<tr>
<td>9:00 a.m.–2:00 p.m.</td>
<td>Exhibitor Set-up</td>
<td>Pickett-Courtright</td>
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<tr>
<td>12:00 p.m.–3:00 p.m.</td>
<td>Plant ID Competition</td>
<td>Westbrook B</td>
</tr>
<tr>
<td>12:30 p.m.–2:30 p.m.</td>
<td>Certification Workshop</td>
<td>Westbrook C</td>
</tr>
<tr>
<td>12:30 p.m.–2:30 p.m.</td>
<td>Resume/Interview Workshop</td>
<td>Spring Palace</td>
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<tr>
<td>1:00 p.m.–3:00 p.m.</td>
<td>TCTWS Business Meeting</td>
<td>Meachum</td>
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<tr>
<td>1:00 p.m.–6:30 p.m.</td>
<td>Registration</td>
<td>Foyer</td>
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<tr>
<td>2:00 p.m.–5:00 p.m.</td>
<td>Photo Contest Submission</td>
<td>Pickett-Courtright</td>
</tr>
<tr>
<td>2:00 p.m.–5:00 p.m.</td>
<td>Poster Session I Set-up</td>
<td>Upper Terrace</td>
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<tr>
<td>2:00 p.m.–5:00 p.m.</td>
<td>Raffle &amp; Silent Auction</td>
<td>Pickett-Courtright</td>
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<tr>
<td>2:00 p.m.–6:00 p.m.</td>
<td>Exhibitor Display</td>
<td>Pickett-Courtright</td>
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<tr>
<td>3:00 p.m.–5:00 p.m.</td>
<td>Texas Quiz Bowl</td>
<td>Meachum</td>
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<tr>
<td>4:00 p.m.–6:30 p.m.</td>
<td>TWFMC</td>
<td>Westbrook A</td>
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<tr>
<td>4:30 p.m.–6:30 p.m.</td>
<td>Texas Feral Swine Roundtable</td>
<td>Westbrook B/C</td>
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<tr>
<td>5:00 p.m.–6:00 p.m.</td>
<td>Poster Session I</td>
<td>Upper Terrace</td>
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<tr>
<td>6:00 p.m.–6:30 p.m.</td>
<td>Student – Mentor Mixer</td>
<td>Spring Palace</td>
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<tr>
<td>6:30 P.M.–10:00 P.M.</td>
<td>President's Reception</td>
<td>Meachum</td>
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**Friday, 24 February 2012**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00 a.m.–8:00 a.m.</td>
<td>Student Breakfast</td>
<td>Barron's Restaurant</td>
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<tr>
<td>7:30 a.m.–5:00 p.m.</td>
<td>Registration</td>
<td>Foyer</td>
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<tr>
<td>7:30 a.m.–10:00 a.m.</td>
<td>Photo Contest Submission</td>
<td>Pickett-Courtright</td>
</tr>
<tr>
<td>7:30 a.m.–6:00 p.m.</td>
<td>Exhibitor Displays</td>
<td>Pickett-Courtright</td>
</tr>
<tr>
<td>8:00 a.m.–5:00 p.m.</td>
<td>Raffle/Silent Auction</td>
<td>Pickett-Courtright</td>
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<tr>
<td>8:00 a.m.–9:45 a.m.</td>
<td>Plenary Session</td>
<td>Meachum</td>
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<tr>
<td>10:00 a.m.–12:00 p.m.</td>
<td>Cottam Award Papers</td>
<td>Meachum</td>
</tr>
<tr>
<td>10:30 a.m.–5:00 p.m.</td>
<td>Photo Contest Judging</td>
<td>Pickett-Courtright</td>
</tr>
<tr>
<td>12:00 p.m.–1:15 p.m.</td>
<td>Lunch</td>
<td>On Your Own</td>
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<tr>
<td>12:00 p.m.–1:00 p.m.</td>
<td>Past President’s Luncheon</td>
<td>Barron’s Restaurant</td>
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<tr>
<td>12:00 p.m.–3:00 p.m.</td>
<td>Poster Session II Set-up</td>
<td>Upper Terrace</td>
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<tr>
<td>1:15 p.m.–5:00 p.m.</td>
<td>Southwest Section TWS Session</td>
<td>Flatiron</td>
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<tr>
<td>1:15 p.m.–5:00 p.m.</td>
<td>Concurrent Technical Session</td>
<td>Meachum, Spring Palace, Westbrook A/B</td>
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<tr>
<td>4:50 p.m.–5:30 p.m.</td>
<td>SWS Business Meeting</td>
<td>Burnett</td>
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<tr>
<td>6:00 p.m.–7:00 p.m.</td>
<td>Poster Session II/ Pre-Banquet Social</td>
<td>Upper Terrace</td>
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<tr>
<td>7:00 p.m.–9:30 p.m.</td>
<td>Awards Banquet</td>
<td>Meachum</td>
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**Saturday, 25 February 2012**

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<td>7:00 a.m.–12:00 noon</td>
<td>Executive Board Meeting</td>
<td>Barron's Restaurant</td>
</tr>
<tr>
<td>8:00 a.m.–12:00 p.m.</td>
<td>Concurrent Technical Session</td>
<td>Meachum, Spring Palace, Westbrook A &amp; C</td>
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<tr>
<td>7:30 a.m.–11:30 a.m.</td>
<td>Exhibitor Displays</td>
<td>Pickett-Courtright</td>
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<tr>
<td>12:00 noon</td>
<td>Adjourn 48h Annual Meeting</td>
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The origins of the concept of the North American Model of Wildlife Conservation will be discussed. A description of the Model components will be provided with emphasis on consistency or lack thereof in application across jurisdictions and taxa. Recommendations for modifying existing principles to better reflect contemporary needs and applications will be offered. A recommendation for adding additional principles will be described as well.

John F. Organ is Chief of Wildlife and Sport Fish Restoration for the Northeast Region of the U.S. Fish and Wildlife Service. John and his staff work with the 13 northeast states and the District of Columbia to administer the Pittman-Robertson Wildlife and Dingell-Johnson Sport Fish Restoration programs, the State Wildlife Grants program, Endangered Species Recovery program, Coastal Wetlands Conservation program, Highlands Conservation program, and other collaborative grant programs. A major part of John’s time is spent protecting state hunter and angler funds from being diverted to non-fish and wildlife purposes.

John is also Adjunct Associate Professor of Wildlife Conservation at the University of Massachusetts, Amherst where he received his Ph.D. in wildlife biology, and the Universidad Andres Bello in Santiago, Chile. He is currently supervising Ph.D. students studying spotted-necked otters in Tanzania, the role of black bear predation in the decline of woodland caribou on the island of Newfoundland, and infectious disease and human dimensions implications of the interactions between Chilean foxes and feral dogs and lesser grisons and feral dogs in Chile. He received a Fulbright Scholarship for his work in Chile. He is also co-principal investigator of the Maine Lynx Study, a long-term cooperative field research effort between the Maine Department of Inland Fisheries and Wildlife and the U.S. Fish and Wildlife Service. He is a member of The Wildlife Society, American Society of Mammalogists, Society for Conservation Biology, the IUCN Otter Specialist and Sustainable Use Groups, and a life-member of the International Hunter Education Association. He served as president of The Wildlife Society from 2006 to 2007. John is also a Master Instructor in the Massachusetts Hunter Education Program, where he teaches Basic Hunter Education, Trapper Education, Bowhunter Education, and Waterfowl Identification and Hunting. He is also an instructor in the Conservation Leaders for Tomorrow Program sponsored by the Wildlife Management Institute and the Max McGraw Foundation. He is a Certified Wildlife Biologist and a Fellow of The Wildlife
The history of the U.S. and Canada are different but less so than the history between them and Mexico. The environmental history is especially different between the countries. Mexico’s rich Spanish heritage and length of time Europeans have been in that country, plus their emphasis on the quest for mineral and other resources charted a different path from the U.S. and Canada. The U.S. and Canada were influenced by the public to include wildlife in their development. In Mexico, wildlife conservation did not have widespread citizen appeal and economic importance. Thus, conservation in Mexico is different than that in the rest of North America. Wildlife management in Mexico is still in the pioneering stage but is obtaining increased importance. Because aspects of the North American Model of Wildlife Conservation do not fit as well in Mexico as they do in the U.S. and Canada does not mean that Mexico is excluded; there are simply more challenges that need to be addressed. Other challenges that need to be addressed include global population increase, climate change, urbanization, the human-nature divide, public perception of wildlife, commercialization and privatization of wildlife, funding for conservation, and a lack of outreach to the public. If the public is ignorant of the Model, wildlife conservation in North America will suffer regardless of the differences among countries.

Paul R. Krausman is the Boon and Crockett Professor of Wildlife Conservation at the University of Montana. His focus of research is on big game ecology, conservation, management, wildlife ecology and management, habitat evaluation, international wildlife management, and wildlife education. He has been awarded the Outstanding Faculty, SRNR, the O. C. Wallmo Award from the Western States and Provinces Deer and Elk for outstanding research and management of mule deer. The Desert Ram Award from the Desert Bighorn Council for his outstanding research and management of desert bighorn sheep. Has been named a Wildlife Fellow and Honorary Member by The Wildlife Society and has been awarded the Leopold Memorial Award.

Paul received his Ph.D. in Wildlife Science from the University of Idaho, MS in Wildlife Management from New Mexico State University, and BS in Zoology from Ohio State University.
Many private landowners in Texas view wildlife on their land as an asset and tailor much of their private land management decisions in favor of wildlife and wildlife habitat. These private landowners are truly the stewards of the wildlife resources in Texas. The North American Model of Conservation is touted as the most successful wildlife conservation model on earth yet it doesn’t recognize the work of private landowners across the United States of which 2/3rds is privately owned. One tenant of the model addresses scientific management and espouses that state fish and wildlife agencies manage the public’s wildlife resource. But when the wildlife is occupying the land of a private landowner we at the Texas Parks and Wildlife Department have recognized that for us to do that successfully we must do it in concert with the private landowner. The fact is, private landowners across North America are an integral part of the wildlife conservation equation.

Colleagues of mine from the western states have asked “Do you guys with all the private lands in Texas leased up and game ranches and such even believe in the North America Model?” Well of course we do, we recognize that the wildlife belongs to the people but we also recognize that landowners have certain rights. Maintaining the integrity of the North American Model’s number one tenant, i.e. that wildlife is owned by no man and is held in trust by the government, can be highly contentious issue, especially when the topics of private property rights, public access and privatization of wildlife are brought in to the discussion.

Over the past century when wildlife management policies in the United States was evolving so to was there a strong defined system of private property right evolving. We have to recognize who owns the land and who manages the habitat that the “publics” wildlife occupies and what their rights as owners of the land are as well as managers of the habitat that many species of wildlife call home. Much is said about the model and the role that hunters and anglers have had in playing a role in wildlife conservation over the years but little if anything is said about the role that private landowners play in conserving and managing the habitat that the wildlife depends upon for survival.

Matter of fact, the term “habitat” is seldom used in discussions about the model. In Texas we use that term a lot, we know we can’t take that simple element out of the wildlife management equation and we can’t forget who manages it. By how private landowners choose to manage the habitat, the private landowner controls the fate of the wildlife that belongs to the people occupying their lands. Seems to me that when we talk about the North American model, we talk a lot about the critters, the hunters, the anglers, who owns or doesn’t own them, hunting opportunities, etc...all those things mentioned as the seven sisters of conservation, yet we seem to overlook the foundation that all of that rests on...the habitat and who manages it and in over 2/3rds of the United States it is the private landowner.

There are inherent conflicts when the citizenry owns a resource and when a member of that same citizenry controls the gate. In arguments, the private landowner is treated as a separate class of citizenry from that who owns the wildlife. Really, what we have are people whom the wildlife belongs to and members of that same group whom the wildlife also belongs to equally BUT also provides it a home. So who carries the most weight? Who should carry the most weight?
Wildlife conservation in Texas you may say is a model resembling the North American Model with the primary difference being our role as an agency in recognizing the contributions of private landowners and the habitats they manage. Maybe its time for us to take a closer look at the North American model...is it time for change?

Ruben Cantu currently serves of the Regional Director for Wildlife Region 1 (Trans Pecos and Panhandle Districts) in San Angelo where he supervises a staff of 43 wildlife biologists, fish and wildlife technicians, and support staff that assist him in administrating all activities and programs in the realm of Regulatory work, Wildlife Management Areas, Technical Guidance, Waterfowl, Interpretive, Urban Wildlife and Diversity Programs in the western third of Texas. He graduated from Texas A&I University in 1980 with a BS degree in Range and Wildlife Science and again in 1982 with a MS in Wildlife Science.
WILDLIFE DISEASE WORKSHOP FOR THE WILDLIFE PROFESSIONAL

Please join our disease professionals (Don Davis, PhD; Ken Waldrup, DVM; Terry Hensley, DVM) for an informative workshop on wildlife diseases. This 1 ½ day workshop will cover many of the wildlife diseases the wildlife management professional could encounter. The course will consist of classroom lectures on viruses, bacteria, parasites, and other ailments found in many wildlife species. The workshop will conclude with demonstration necropsies (deer, bird and predator).

The workshop will be held at the Cabela’s (just 5 - 6 minutes away for the hotel) on Wednesday February 22, at 1:00 – 5:00 pm and Thursday February 23, 8:30 – 5:00pm. Meals will be on your own both days. Cabela’s has a cafeteria in the store and there are plenty of restaurants close by. There are limited slots open for this workshop so please register early. Once the classroom capacity is reached we will keep a stand-by list in case someone drops out.

*Prize Drawing: Infectious Diseases of Wild Mammals and Parasitic Diseases of Wild Mammals reference books (One of each will be given as a set to one lucky attendee).

For information please contact Kevin Schwausch at Kevin.schwausch@tpwd.state.tx.us.

FIND YOUR DREAM WILDLIFE JOB” WORKSHOP

You are invited to join us at TCTWS’ 2012 Annual Meeting for “Find Your Dream Wildlife Job” workshop on Thursday, February 23, 2012 starting at 12:30 PM.

We will provide a 2-hr workshop that will prepare you to:
• Master the details of exploring, assessing and conducting your job search. Your attendance also guarantees you a copy of the 2012 Job Search and Resource Reference Guide, based on What Color is Your Parachute? the US’ leading and most-used job search guide
• Maximize your chances of being interviewed
• Know how to handle some of the major Job Interview scenarios
• Complete Federal, State and other Government Applications as well as craft a résumé and effective cover letter
• Identify and select the best job websites, personal and community resources for your search
• Negotiate salary/benefits and evaluate offers
• And more

Attendees will receive a free copy of What Color is Your Parachute?

For information please contact Kevin Schwausch at Kevin.schwausch@tpwd.state.tx.us.
CERTIFICATION WORKSHOP

Professional Certification is recommended by The Wildlife Society, as well as many employers, as an indication of an individual’s academic record, professional experience, and continuing education. There are two levels: Certified Wildlife Biologist (generally at least a BS degree, five years experience as a professional biologist, code of ethics) and Associate Wildlife Biologist (degree, no experience required, code of ethics). Current students are encouraged to attend so they can verify they will have taken all the required courses before they graduate. Certification is looked upon favorably by employers, regulatory agencies, and outsiders to our profession. This workshop will provide you with the tools and knowledge needed to start the process. The workshop will also include detailed information about recertification and Professional Development Certificates. To view the current requirements, please go to www.wildlife.org/certification.

Where: Fort Worth, TX

Date: February 23, 2012

Time: ***1:30 – 2:30***  Please note this time has changed for the original schedule

Cost: $0

Bring: Updated resume, detailed job descriptions, transcripts (unofficial is fine for the workshop, but official copies are needed for the actual application), course descriptions (a college catalog is helpful, or download them from your University’s web-site), a list of recent professional development events (conferences, workshops, symposia) attended. A draft application printed out or on a thumb drive is helpful.

TWS staff and volunteers will provide: Program booklets, blank applications, analysis, and hands-on work with the applicants.

For more information please contact Chris Mostyn at chris.mostyn@tpwd.state.tx.us

WILD PIG MANAGEMENT ROUNDTABLE

Learn about the most up-to-date research and management information relative to wild pigs in Texas at the Wild Pig Management Roundtable scheduled during the 2012 Texas Chapter annual meeting. The meeting will be held from 4:30 pm to 6:30 pm in the Radisson’s Westbrook A/B meeting room on Thursday, February 23. Presentation topics include toxicant research, population modeling and estimation, Community of Practice, contraception research, control techniques, characterization of annual harvest and more. If you have questions about or an interest in wild pigs, join us for this informative roundtable discussion!
Student Poster Competition: The posters show the hard work that graduate students are putting forth on their research. Many undergraduate students also showcase their efforts by presenting results from undergraduate research or internship opportunities. Posters will be attended by authors during the student/mentor mixer on Thursday evening and during session breaks Friday. Judging takes place during the mixer Thursday evening.

Student Chapter of the Year Award: Which student chapter has shown the most effort and dedication this past year? Texas boasts some of the most active and resourceful student chapters in the nation. Do you think you can unseat the current champs? Which student chapter will emerge as this year’s winner? Don’t miss the announcement of the top Texas Student Chapter at the banquet Friday evening. Application deadline has passed!

Wildlife Quiz Bowl: A meeting highlight! Student chapter teams practice throughout the year for the annual Texas Chapter quiz bowl. Last year Stephen F. Austin State University won the competition in San Antonio. Can someone dethrone them? Bring your game and come have some fun answering wildlife trivia. The competition takes place on Thursday afternoon. Be sure to arrive early to find a seat and see which student chapter prevails this year.

Outstanding Wildlife Student Recognition: Who is the backbone of your club? Who volunteers for every activity? Who keeps you club on track? Each Student Chapter has that one student that is always involved and works hard on every task asked of them. The TCTWS membership wants to know who they are and what they’ve done for your club. We would like to acknowledge your Outstanding Wildlife Student at the Awards Banquet. Send your nominations to the Scholarship Chair, Mike Janis, michael.janis@tpwd.state.tx.us.

Student-Mentor Mixer: Networking is very beneficial to becoming a successful professional. The student-mentor mixer occurs immediately following the quiz bowl and prior to the President’s Reception. This is your chance to network! Be sure to check the student or mentor box on your registration form. The undergraduate and graduate student poster judging takes place during the mixer. Come by and meet wildlife professionals and see what research your fellow students have been up to for the past year.

Student Breakfast: Still need more opportunities to interact with other students? Do you have input you would like to share with a board member? The FREE student breakfast on Friday morning is your chance. Be sure to attend and get to know your future colleagues. TCTWS officers have invited all student members to a breakfast on Friday morning in Fort Worth.

Are there other activities and/or committees sound interesting to you? If you would like to serve on a committee or otherwise get involved with TCTWS or the annual meeting for 2012-2013, contact us or come speak with us at the meeting.

These are great opportunities for student members to participate and get involved. For further information on any of these items, please contact one of the co-chairs: Bart Ballard, bart.ballard@tamuk.edu; or Fidel Hernandez, fidel.hernandez@tamuk.edu, 700 University Dr. MSC 218, Kingsville, TX 78363.
We are approaching the time of year where we frantically search our hard drives, sit down with our sketch pads or work with wood or clay...for that perfect photograph, art piece or video to enter in the Texas Chapter’s Annual Photo and Art Contest. The contest will occur during the 47th Annual Meeting in Fort Worth on February 23-25, 2012. Please see below for contest rules.

**Photo Contest:**
- All contestants must be members of the Texas Chapter of the Wildlife Society.
- Photography categories will be 1) wildlife – not including captive animals, 2) plants and scenery, 3) humor, 4) work related, 5) wildlife conservation – captive animal photography of species of conservation concern, and a returning category, 6) remote camera - not including captive animals.
- Photographs should be a standard size (3” x 5” up to 11” x 14”), unmatted, and unframed; cardboard backing is permitted. Please note: Slides will not be accepted.
- Contestants are requested to submit an electronic copy of photographs, if possible, to be used at the Awards Banquet. (A scanner will be onsite to upload digital copies if you are unable to bring a flash drive or CD at time of entry.)
- Art may include original drawings, paintings, carvings, sculpture, poetry, etc. All entries compete in one category.
- Contestants will be limited to 5 entries per category. To help defray the cost of awards, there will be an entry fee of $1.00 per item.
- Winners will be selected by ballot of members attending the Annual Meeting and announced during the Friday Evening Awards Banquet. Provided there are at least 5 entries: 1st, 2nd, and 3rd places will be awarded in each category, and there will be a Best of Show award. If there are < 5 entries in a category, only 1st place will be awarded.

**Video Contest:**
Video submissions must be submitted to the committee chair by **December 1, 2011** to be judged by the Photo, Art, and Video Contest Committee. Winning submissions will be announced at the Awards Banquet. Provided there are at least 5 entries, 1st, 2nd, and 3rd places will be awarded. If there are < 5 entries, only 1st place will be awarded.

For further information or to assist as a committee member at the conference (i.e. helping at the tables during entry or voting), please contact: Stephanie Damron, stephanie.damron@tpwd.state.tx.us; or Meredith Longoria, meredith.longoria@tpwd.state.tx.us.
OFWIM comes to Texas

The Organization of Fish and Wildlife Information Managers (OFWIM) will hold its 20th Annual Conference at the Holiday Inn Lady Bird Lake in Austin Texas, on October 15-18, 2012. This group, founded in 1993, is an international non-profit association dedicated to the management and conservation of natural resources through technology and information exchange.

The organization consists of IT professionals, resource professionals (biologists, etc) and students, and has a vision - “To be a bridge between natural resource and technical disciplines to promote partnering, collaboration, sharing of ideas, and best management practices in order to effectively apply technology to the information and data needs of natural resource management.”

During the conference each year, members from conservation agencies and universities from the United States and around the world give presentations on topics ranging from data sharing and social media, to improved field data collection techniques and methodologies, and the latest GIS tools and trends for getting the data from the field to the intended audiences.

Conference attendees have the opportunity to interact with one another during a field trip to a local Wildlife Refuge and a GeoCaching team contest. Additionally during an evening social, there will be live demonstrations of the GIS tools, internet and other data management solutions at the “Hacker’s Ball.” During these times members are able to become better acquainted and have the opportunity to exchange ideas on how their agency or group is tackling a particular data issue. This will be the first time OFWIM will be held in Texas. For more information on OFWIM, or to find out more about the upcoming conference as details become available, go to http://www.ofwim.org, follow the group on LinkedIn as the site is updated throughout the year, or email Danny Lewis (OFWIM President-Elect) danny.lewis@tpwd.state.tx.us.
Upcoming Meetings & Announcements

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