

VALUING AND INVESTING IN PEOPLE

Goal: Promote an organizational culture which values and invests in our people to support their professionalism, competency, and innovation as Federal leaders of wildlife damage management.



Detail to WS Operations—In October 2000, Doris Zemlicka, an NWRC wildlife biologist at the NWRC's Logan field station, received recognition from the Utah WS program. Utah WS State Director Mike Bodenchuk presented the award, which recognized Zemlicka's contributions when she served as both an urban specialist and upland game protection trapper for WS operations.

Douglas L. Gilbert Award—Dr. Michael W. Fall, retired NWRC Mammal Research Program Manager, received this award for outstanding achievements in wildlife sciences at the Colorado chapter of The Wildlife Society's annual meeting in Grand Junction, CO, in January 2001. The Gilbert Award is the most prestigious given by the Society and is intended to recognize professional achievements at the national level. In Dr. Fall's case, the award also recognized achievements at the international level. The award recognized the impacts Dr. Fall has made in the field of wildlife science during his 30-plus-year career as a scientist, research administrator, supervisor, and mentor.

Previous recipients of the award include former Denver Wildlife Research Center Director Paul Vohs, Aldo Leopold Award winner and CSU professor Gary White, and current president of The Wildlife Society, Len Carpenter.

2000 NWRC Publication Awards—NWRC Director Richard Curnow presented the 2000 Publications Awards to the NWRC authors of the following publications:

Provenza, F. D.; Kimball, B. A.; Villalba, J. J. 2000. Roles of odor, taste, and toxicity in the food preferences of lambs: implications for mimicry in plants. *Oikos* 88: 424–432.

Kimball, B. A.; Mason, J. R.; Blom, F. S.; Johnston, J. J.; Zemlicka, D. E. 2000. Development and testing of seven new synthetic coyote attractants. *Journal of Agricultural and Food Chemistry* 48: 1892–1897.

These publications are excellent examples of the quality of research being done by Center scientists to address the complex issues surrounding predation management.

NWRC Scientist Honored by Airline Pilots Association—Dr. Richard A. Dolbeer, a biologist at NWRC's Sandusky field station, was honored by the 55,000-member Air Line Pilots Association at the Bird Strike Committee-USA/Canada meeting in Minneapolis for "scientific integrity in research and worldwide

leadership in reducing wildlife hazards to aviation." After receiving the Association's award, Dolbeer was invited to address its Air Safety Forum in Washington, DC, where he discussed the status and future plans for NWRC research on aviation safety. This NWRC research project represents a cooperative effort that combines the resources of WS, other Federal agencies, private industry, and various airports for the development and objective evaluation of effective techniques for reducing bird-aircraft collisions.

Ohio Community Service Award—Ms. Mona Rutger, an employee of NWRC's Sandusky field station, was recognized by the Sandusky Register as a recipient of the Register Award for 2000. This award recognizes people for outstanding service and commitment to the Sandusky-area community. Rutger operates a licensed wildlife rehabilitation center on her property near Sandusky, where she provides an outstanding wildlife education center for the community. She gave programs for more than 33,736 children during 2000. Rutger incorporates the work done at NWRC into her programs to educate people regarding the need for habitat management and wildlife damage management as a part of wildlife conservation. Because of her extensive experience in maintaining numerous wildlife species in captivity, Rutger is a valuable resource for NWRC scientists working on wildlife damage management research projects at the Ohio field station.

German Student Internship—Work with cooperative student programs by NWRC staff provides excellent learning opportunities for students and additional field assistance for field studies conducted by Center scientists. In 2001, Mr. Andreas Hahn, a forestry and wildlife student from a university in Germany, completed an internship with the NWRC's Olympia, WA, field station. Hahn's primary activity was assisting in a study of the nontarget impacts of a rodenticide application to reduce pocket-gopher damage to tree seedlings on reforestation sites. He also studied the biology and behavior of several North American wildlife species and assisted in providing care for research animals, met with State, Federal, and private forest managers to learn various approaches for managing timber and forest resources in the Pacific Northwest, and toured the forest nursery operation at a State agency. Students from Hahn's university will continue to participate in this cooperative program to gain experience in research on wildlife impacts on forest resources in the United States.

Information Transfer Awards—Several WS employees representing both research and operations were selected to receive notable USDA recognition during FY 2001. NWRC's Information Services Unit, including Diana Dwyer, Laurie Paulik, Aimee Noble, and Nancy Freeman, received the USDA Unsung Heroes Award from the USDA Organization of Professional Employees. The award recognizes the contributions of this group of dedicated NWRC individuals in disseminating wildlife damage-management information to the WS program and its many public stakeholders through a variety of methods including reports, literature searches, information packets, university career days, State fairs, and international symposia. This award was presented in May 2001 in Washington, DC, during Public Service Recognition Week.



Another group of WS employees also was selected to receive the USDA 2001 Secretary's Honor Award for its involvement in the development of the "Living With Wildlife" readers and activity sheets. Craig Coolahan, Douglas Hall, Diana Dwyer, and Kathleen Fagerstone, along with Bette Blinde, executive director of the Colorado Foundation for Agriculture, have produced 10 4-page readers that interactively inform elementary students about the many diverse issues associated with beaver, blackbirds, brown tree snakes, Canada geese, cormorants, cougars, coyotes, deer, and raccoons. To date, 150,000 copies of these readers have been published and used in the classroom. The Secretary's Honor Award is one of the most prestigious departmental awards given to employees. Secretary Ann Veneman presented the award in June 2001 in Washington, DC.

Colorado State University Undergraduate Research and Creativity Symposium—CSU in Fort Collins annually hosts an Undergraduate Research and Creativity Symposium at which students present their research. Three CSU undergraduate students that have been working with a scientist in the NWRC Fort Collins headquarters between 2000 and 2001 received recognition in 2001. Ms. Stacey Wynia, a senior from the College of Natural Sciences (Department of Biology), received an All Symposium Award of Highest Distinction for her research on *Campylobacter* spp. and Canada goose feces. This research showed that human-pathogenic forms of *Campylobacter* occur in 13 percent of goose feces in Fort Collins, CO.

Ms. Megan Parks, a junior from the Department of Fishery and Wildlife Biology, received a Highest Distinction Award from the College of Natural Resources for her work on the efficacy of terpenoids as bird repellants. Her research showed that citronella-like compounds may be useful as natural-product-based bird repellants.

Ms. Katy Patz, a junior from the Department of Animal Science, received a Highest Distinction Award from the College of Agriculture for her research on silica uptake in common grasses. This research showed that silica content of bluegrass, rye, and fescue can be increased by supplemental fertilization. Because herbivores prefer plants without a high silica content, this research may lead to the development of turf varieties that are less preferred by geese.

These awards are the culmination of hard work and dedication on the part of the students and show their commitment to carrying out applied research to better resolve conflicts between humans and wildlife. Other CSU undergraduate students working with NWRC scientists have received similar recognition in the recent past.

APHIS' New ExCEL Program—Ms. Leah Angers and Ms. Cheryl Tope from the NWRC Fort Collins headquarters and Ms. Lilian Kamigaki from the NWRC Hilo, HI, field station were selected to participate in APHIS' New ExCEL program, "New Expanding Competencies Through Empowerment and Learning." Seven of the 21 APHIS employees selected for this program were from WS. The employees completed the first core training component, "Dealing with Change and Transition and Building Self-Esteem," in Washington, DC, during April. Program components will include managing stress, negotiating, working with diverse personalities, and identifying personal strengths.



Visiting Scientist Recognition—NWRC biologist Dr. Larry Clark was recognized as a Visiting Scientist sponsored by the State of Victoria's Natural Resources and Environment (NRE) program, Australia. The Visiting Scientist program was initiated to foster communication between NRE and foreign scientists working in wildlife damage management. As part of the sponsored lecture tour, he also presented the keynote lecture on bioeconomics of vertebrate pest control at the 12th Annual Australian Vertebrate Pest Conference held in Melbourne in May 2001. He also presented seminars on bird control methods to the NRE Horticultural Research Center staff, gave an overview of NWRC predator research projects to NRE dingo control and research groups, and reviewed emerging technologies (such as cell-culture methods to reduce reliance on whole-animal models) for attendees at a special international symposium on animal welfare and research hosted by Monash University, Melbourne, Australia.

Gary White, Aldo Leopold Award Winner, Honored—On September 19, 2001, NWRC was honored to host Dr. Gary White, professor of fishery and wildlife biology at Colorado State University. Dr. White was the 1999 (51st) recipient of the Aldo Leopold Memorial Award for excellence in wildlife research, management, and conservation. He is well known for his leadership in the development of wildlife population estimation software, including CAPTURE, SURVIV, RELEASE, NOREMARK, and MARK.

In the morning, he led a general discussion of the academic training for wildlife students and then fielded diverse questions from NWRC Staff on a range of issues related to wildlife research and management. In the afternoon, Dr. White presented a public seminar titled Perspectives on Rigor in Wildlife Management—a topic of intense personal interest in which he posited that wildlife scientists need quantitative training so as to be able to think logically about wildlife issues. Subsequently,

Dr. Richard Curnow, Director, NWRC, presented Dr. White with a plaque recognizing his contributions to the field of wildlife biology. A tape of his remarks is available from NWRC Library Services.

Dale Nolte Completes a Sabbatical Program in Asia—In August 2001, Dr. Dale Nolte completed an NWRC-sponsored sabbatical program in Southeast Asia and Indonesia. Nolte collaborated with Dr. Grant Singleton of Australia's Commonwealth Scientific and Industrial Research Organization and Dr. Dan Sanchez (University of the Philippines, Los Baños) to present workshops on rodent biology and management for rice farmers in several Philippine provinces. The training program is sponsored by the International Rice Research Institute, and includes descriptions of rodent biology, discussions of current farming practices and rat damage management, community-based rat damage control, and decision analysis when implementing a rodent control program.

Dr. Nolte spent 6 weeks at the Rice Institute working with students and staff to develop protocols for assessing rice-field rat activity patterns. Potential benefits for improving the general knowledge regarding chemosensory attributes and foraging ecology of the rice-field rat also were discussed. Dr. Nolte also met

with officials from Vietnam's National Institute of Plant Protections (NIPP) and toured agricultural sites in Vinh Phuc Province, Vietnam, and visited research plots near the village of Tien Phong and pine plantations near Hai Phong.

Visiting Scientist—NWRC is hosting Dr. Steve Horn as a visiting scientist under the Center's sabbatical program during 2001. Horn recently returned to full-time research and teaching at the University of Wyoming after many years of distinguished service as the Dean of Wyoming's College of Agriculture and as Secretary of Agriculture for the State of Colorado. His academic background includes training in wildlife science and experimental psychology. In addition to his administrative responsibilities at Wyoming, Dr. Horn has continued to maintain an active research program. He and his postgraduate student, Dr. Charlie Slith, have conducted groundbreaking research on the use of mifepristone as an orally deliverable reproductive inhibitor in coyotes. Much of this research was conducted in close cooperation with Center staff in Logan, UT. Dr. Horn's sabbatical goals include continuing this work, developing a Web-based graduate certificate program for WS personnel, and gaining experience in the registration process for wildlife pharmaceuticals.