



THE WILDLIFE SOCIETY

2012 Annual Report





The Wildlife Society

The Wildlife Society (TWS) is an international association of wildlife professionals dedicated to excellence in wildlife stewardship through science and education. Our mission is to represent and serve the professional community of scientists, managers, educators, technicians, planners, and others who work actively to study, manage, and conserve wildlife and habitats worldwide. Founded in 1937, the Society now has almost 11,000 members in more than 60 countries around the world. TWS promotes science-based wildlife management and conservation by disseminating wildlife science, advocating for effective wildlife policy and laws, and creating an informed citizenry.

We encourage the advancement of wildlife professionals through certification, publications, conferences, and working groups. We also foster the next generation of wildlife managers and conservationists through grants, mentoring, student chapters, and networking opportunities. Through such efforts, TWS works to ensure that skilled professionals use scientific research to sustain healthy wildlife populations and habitats for generations to come.

2012 Highlights

- This year marked the 75th anniversary of The Wildlife Society, founded in 1937.
- Record membership for the third consecutive year brought TWS to 10,929 members.
- Five new Technical Reviews were published—a record in one year.
- The IV International Wildlife Management Congress, co-hosted by TWS in Durban, South Africa, drew representatives from 35 nations.
- The 19th Annual Conference in Portland, Oregon drew over 1,900 attendees and featured a record number of symposia, presentations, and exhibitors—a sign of the Conference's growing significance.
- *The Wildlife Professional* completed its sixth year of publication and won its fourth EXCEL award.
- TWS closed out 2012 with the hire of nationally noted biologist Byron Kenneth Williams as the Society's new Executive Director, a promising step for the continued strength of the Society in the years ahead.





A Letter from Paul Krausman

The Wildlife Society has always been my anchor to the wildlife profession, so serving as its President in 2012—the Society's 75th anniversary year—was a humbling and heart-felt experience.

In addition to serving as President, my role expanded in August when I became Interim Executive Director after the departure of Dr. Michael Hutchins. These two leadership roles gave me unique insight into the inner workings of headquarters and staff while also representing Council and the members—an unforgettable and enriching experience.

When I became President I had four objectives: to oversee the day-to-day operation of your Society, broaden international outreach, enhance publications, and emphasize the critical importance of habitat.

Walking in the shoes of the Executive Director opened my eyes to the day-to-day operations of TWS, which hinge on the dedication of the staff—an exceptional group of people who are devoted to the Society and its members. As we faced a serious budget crunch this year, for example, the staff worked with Council to adjust budgets and procedures and do more with less without cutting benefits to the membership. I received much valued help from Darryl Walter, whom I named as Chief of Staff to oversee operations at headquarters. Darryl not only kept up with his job as Director of Membership Marketing and Conferences, but was instrumental in keeping TWS on track. The entire staff has my deepest respect.

On the international front, TWS co-hosted the IV International Wildlife Management Congress in Durban, South Africa in July, where nearly 400 delegates from 35 countries discussed conservation threats and solutions from around the world. In addition, we made plans for the V International Congress to be held in Sapporo, Japan in 2015, and we cemented ties with the International Union of Game Biologists and other such wildlife organizations in Africa and Asia—a gratifying record of international outreach to expand TWS's global role.

Back at home, we celebrated the 75th anniversary of TWS in 2012, culminating with our 19th Annual Conference in Portland, Oregon. With a plenary focused on TWS's future leadership role, the Conference offered a record number of workshops, symposia, posters, and presentations that helped advance our overall mission of excellence in wildlife stewardship through science and education. TWS also hit record membership of 10,929 members, a sure sign of program strength and member dedication.



Paul Krausman, Ph.D.,
2012 Interim Executive Director/
President, The Wildlife Society

Publications of TWS are the lifeblood of the organization. Our journal, magazine, and technical review editors have continued to make great strides to improve our publications while staying abreast of the challenges and opportunities associated with new trends in online publishing and open access. We issued five Technical Reviews in 2012, enhanced with the help of new editor Theodore Bookhout. Working with Johns Hopkins University Press we also launched a new wildlife book series in 2012, and issued the new, updated editions of the *Wildlife Techniques Manual* and *Human Dimensions* texts.

My term as President ended in October with the installation of Wini Kessler as the newly elected 2013 President. She led the search for a new Executive Director of TWS, working with members of Council to interview candidates. As you know, Dr. Ken Williams was selected, and is slated to begin in March 2013. I leave my posts as President and Interim Executive Director grateful for the experience, and knowing that TWS is in excellent hands moving forward.

As wildlifers, we are the gatekeepers of quality wildlife and wildlife habitats. I am amazed at the dedication of staff, Council, and our members throughout North America and beyond. We are doing noble work that is as much a calling as a job, work that requires tireless dedication. It is truly an honor and pleasure to work with you all. Until later.

Paul R. Krausman



Government Affairs & Partnerships

The Society's Government Affairs and Partnerships program works with Congress, the Administration, and other agencies and organizations to advocate for science-based wildlife management and conservation policies. Program staff also manages TWS partnerships to ensure strong, effective collaborations.

Working with TWS members and leadership, the Government Affairs program promoted TWS's official positions on wildlife management and conservation by completing and publishing five new Technical Reviews in 2012 as follows:

1. Management of Large Mammalian Carnivores in North America: A Review (Peek et al. 2012)
2. Impacts of Crude Oil and Natural Gas Development on Wildlife in the Rocky Mountain Region (Riley et al. 2012)
3. Effects of Bioenergy Production on Wildlife and Wildlife Habitat (Rupp et al. 2012)
4. The North American Model of Wildlife Conservation (Organ et al. 2012)
5. Management of Ungulates in the National Parks of the United States and Canada (Demarais et al. 2012)

In addition, the department finalized three new position statements on Workforce Diversity within the Wildlife Profession, Wolf Restoration and Management in the Contiguous United States, and Wildlife Disease.



Staff also worked to represent TWS members to Congress and the Administration by, among other things:

- Submitting expert comments to the U.S. Fish and Wildlife Service on proposed critical habitat designation for the Northern Spotted Owl, to the Bureau of Land Management on the National Petroleum Reserve-Alaska, and to the U.S. Geological Survey on the National Wildlife Health Center's Draft Strategic Plan.
- Providing testimony to the House and Senate Appropriations Subcommittees on Interior and Agriculture, advocating for adequate funding of wildlife programs in FY 2013, including \$70 million for State Wildlife Grants, \$40 million for the North American Wetlands Conservation Act, the full \$6.5 million authorization for the Neotropical Migratory Bird Conservation Act, and \$85 million for the Wildlife Habitat Incentives Program.

TWS worked with partner organizations to:

- Launch a new coalition focusing on science-based wild horse and burro management. This diverse partnership of 13 wildlife conservation and sportsmen organizations, industry partners, and professional natural-resource scientific societies is working to identify proactive and comprehensive solutions to increase effective management of horse and burro populations and mitigate the adverse impacts to healthy native fish, wildlife, and plants and the ecosystems on which they depend.



- Develop the national council for the coordination of Landscape Conservation Cooperatives.
- Implement the Climate Academy, an online course developed in partnership with FWS and the Association of Fish & Wildlife Agencies targeted at on-the-ground natural resource practitioners.
- Hold the Teaming With Wildlife coalition's annual Fly In Day to educate Congress on the need for permanent, dedicated funding for wildlife management and conservation. Over 60 TWS members were in attendance!

Staff provided opportunities and training for our members and subunits through:

- Launching an online Action Center, which connects our members to their elected representatives – facilitating quick and easy responses to action alerts sent by TWS staff – and enabling TWS staff to more easily interact with Members of Congress.
- Holding a full-day Conservation Affairs & Subunit Leadership workshop at TWS's Annual Conference for subunit leaders to enhance awareness in conservation affairs, competency in communication, and skills pertaining to leadership and strategic planning.
- Developing a framework for a Society-wide Conservation Affairs Network designed to support and empower TWS subunits and to increase our effectiveness on all scales of conservation and wildlife policy.
- Revising the online policy toolkit for subunits, which helps officers to engage more effectively in conservation affairs and policy related issues and activities.
- Launching the new TWS Scholars Program pilot, which involves partial sponsorship of a graduate student with the intent that the student's directed field of study would meet a policy need identified by staff and Council and facilitate the production of a TWS Technical Review.



Leadership Institute



In its seventh year, the TWS Leadership Institute provided training to 10 promising future leaders in wildlife management and conservation. From May through October, they participated in a variety of distance-learning and hands-on projects, including reading and interpreting leadership materials, presenting to peers, working collaboratively with each other, leading discussions, and developing summary documents regarding professional leadership. The training culminated in October at the TWS Annual Conference in Portland, Oregon, with intensive mentoring activities and leadership workshops. The 2012 Leadership Institute participants were:

- **Christopher Ayers**, Graduate Research Assistant, Mississippi State University
- **Dominic Bachman**, Refuge Wildlife Biologist, Modoc National Wildlife Refuge, California
- **Megan Clayton**, Assistant Professor and Extension Range Specialist, Texas AgriLife Extension Service
- **Megan Cook**, Assistant to the Science Advisor, U.S. Fish and Wildlife Service, Virginia
- **Richard Gerhold**, Post-doctoral Research Associate, University of Tennessee
- **Serra Hoagland**, Ph.D. Student, Northern Arizona University and Biological Scientist, Forest Service Southern Research Station, North Carolina
- **Aletris Neils**, Ph.D. Student, University of Arizona and Director, Conservation CATALyst
- **Liisa Schmoele**, Fish and Wildlife Biologist, U.S. Fish and Wildlife Service, Columbia Ecological Services Field Office, Missouri
- **Virginia Tilden**, Conservation Biologist, Penn State University at Fort Indiantown Gap, Pennsylvania
- **Valorie Titus**, Ph.D. Candidate, Binghamton University, Curatorial Science Fellow (Herpetology), Wildlife Conservation Society, New York



Publications and Communications

The Wildlife Society's 2012 President, Paul Krausman, calls TWS's publications "the lifeblood of the Society." That's an honor and responsibility that the Society's 2012 publications lived up to and sustained.

Peer-Reviewed Journals

The Journal of Wildlife Management. The Journal published eight issues and 1,731 pages in 2012, its 76th volume since its launch in 1937. During the year, JWM received 367 new manuscripts and accepted 41 percent for publication. Papers in 2012 covered such wide-ranging issues as cougars recolonizing the Midwest, sea turtle nest depredation, spatial ecology of wolverines, and snowy plover nest survival. Thanks to early online publishing in 2012, readers could access papers on average four months before print date. "The papers published in the Journal continue to push the limits," says Editor-in-Chief Bill Block. "Not only do they establish new and better ways to conduct wildlife science, but the science influences conservation of species across the globe."

Wildlife Monographs. Three *Wildlife Monographs* were published in 2012. Each covered one issue in depth, including grizzly bear movements in fragmented landscapes, effects of highway construction on American black bears, and population ecology of breeding Pacific common eiders in Alaska. With an impact factor of 5.3, *Wildlife Monographs* ranked first among 146 zoology journals and 10th among 131 ecology journals. Those "consistently high rankings," says Editor-in-Chief Eric Helgren, "are a testament to the quality of large-scale research projects conducted by wildlife ecologists and managers."

Wildlife Society Bulletin. The *Wildlife Society Bulletin* published four issues containing 111 papers and 834 pages in 2012, its second year as an online-only journal and the 36th volume since its launch in 1973. Among its offerings was a special section of papers on golden-cheeked warbler conservation planning and an editorial-perspectives article with essays from 17 editors-in-chief of TWS journals. "As we move forward with the new online version of WSB, it is my hope that we can make this journal a resource for managers as well as an outlet for them to share their perspectives and experiences," says Lenny Brennan, Editor-in-Chief.



Books

In association with Johns Hopkins University Press (JHUP), The Wildlife Society published the 7th edition of the *Wildlife Techniques Manual* in 2012, done for the first time as a two-volume set on research and on management. To date, JHUP reports sales of 2,612 hardcover copies and 19 e-book sales of the manual, with some 250 instructor copies provided to wildlife professors. In late 2012, JHUP released the 2nd edition of the *Human Dimensions of Wildlife Management* textbook, and also finalized work on *Essential Readings in Wildlife Management and Conservation*, scheduled for release in 2013 as the first book in TWS's new book series on wildlife and habitat conservation. Several other titles are now in the pipeline.





Member Magazine

The Wildlife Professional wrapped up its sixth year of publication in 2012 with four issues totaling 344 pages, 60 feature articles, and some 40 departments. Special packages covered wildlife health and disease, invasive species, African wildlife conservation, and deer breeding, while the fall 2012 issue was a special commemorative edition celebrating The Wildlife Society's 75-year history. "Our cover line on that issue was 'Honoring the Past, Inspiring the Future,'" says Editor-in-Chief Lisa Moore. "Our goal is to have each issue honor and inspire the work of wildlife professionals within and beyond the Society."



Online

During 2012, The Wildlife Society's website got a complete redesign to create a cleaner, more-dynamic site that is easy to navigate and comprehensive in scope. The Society also launched a second website—The Wildlife Society News (news.wildlife.org)—dedicated to news and our many publications as follows:

- *The Wildlife Professional*. Open-access articles from current issues, as well as links to related extras such as research papers, bibliographies, videos, photographs, and interviews.
- *Wildlife Policy News*. Updates on policy and legislation affecting wildlife management, conservation, funding, and state and federal agencies.
- *The Wildlifer*. The Society's monthly electronic newsletter with news from headquarters, leadership, subunits, conferences, and programs.
- *Wildlife News Roundup*. A compilation of news reports from around the world, plus original articles about developments that affect wildlife research, management, and conservation.
- *Partner Newsletters*. Links to newsletters from TWS's subunits, partner organizations, and coalition partners.
- *TWS Blog*. Blog posts from TWS staff and discussion comments from the online community.

Visits to the site topped 7,000 in December, a 32 percent increase from the launch in September. TWS hopes the site will become the go-to spot for those interested in news about wildlife management and conservation.





Membership, Marketing & Conferences

Membership

For the third consecutive year, The Wildlife Society achieved record membership, reaching a new high of 10,929 members in 2012. This positive upward trend is a testament to the ongoing improvement in member benefits—including online offerings, publications, conference programs, mentoring, professional development—and to the dedication of wildlifers to their profession.



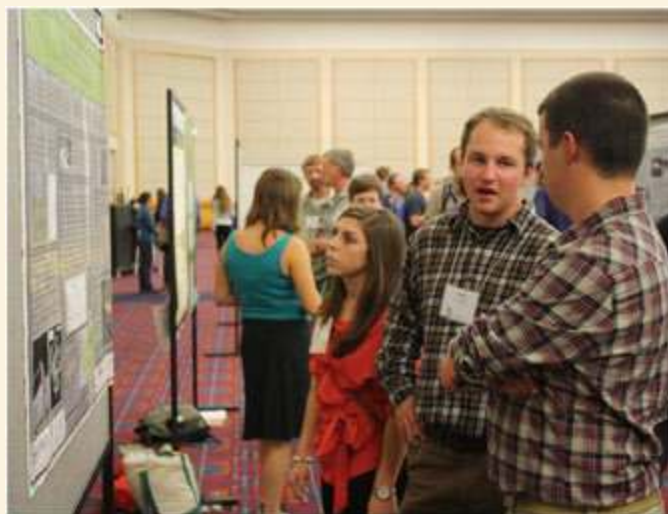
IV International Wildlife Management Congress (IWMC)

The IV IWMC took place July 9-12, 2012 in Durban, South Africa. Hosted by The Wildlife Society, Wildlife Environmental Society of South Africa (WESSA), Ezemvelo KZN Wildlife, and South African National Parks, the Congress drew close to 400 delegates representing 35 different countries. Program highlights included plenary sessions on “Cooperative Wildlife Management Across Borders: Learning in the Face of Change” and “Management of Rhino Populations in South Africa: Past, Present and Future.” The event received widespread media coverage in newspapers, radio, and magazines in Japan, Germany, and elsewhere across the globe.



Annual Conference

The Society’s 19th Annual Conference took place October 13-18, 2012 in Portland, Oregon. TWS President Paul Krausman organized the plenary titled “After 75 Years of Progress, TWS Continues to Lead.” Speakers included Jack Ward Thomas, Mamie Parker, Jerod Merkle, and Shane Mahoney. The 2011 Aldo Leopold Award recipient, Kenneth P. Burnham, delivered a pre-plenary speech. This 75th anniversary conference was the largest yet in terms of symposia, social networking receptions, and trade show exhibitors. It was also the first time that the American Association of Wildlife Veterinarians merged their annual meeting with TWS’s, a partnership that professionally enriches both organizations. With more than 1,900 attendees—the third highest attendance on record—the Portland meeting also generated the highest net conference revenues for the Society, funds that enable continued programs and services.



Planned Giving

To mark the 75th anniversary of The Wildlife Society, in 2012 we launched a “75 for 75th” campaign in hopes that at least 75 people would include TWS in their estate plans. The campaign successfully promoted this goal, and we now have 59 people who have generously agreed to participate. They are charter members of the Olaus J. Murie Legacy Circle, named for the famed wildlife conservationist and eighth TWS President. By including TWS in their estate plans, members of the Murie Legacy Circle will help ensure the future of the Society and its mission.



New Student Chapters

TWS welcomed six new student chapters in 2012: American Public University (online), Abilene Christian University (Texas), Alabama A&M University, Eastern New Mexico University, Bemidji State University (Minnesota), and California Polytechnic State University at San Luis Obispo.

Student Conclaves

Because student chapters are important training grounds for future wildlife professionals, TWS provides support for annual student conclaves, where wildlife students from across the country can meet for training, networking, and friendly competitions. In 2012, conclaves occurred at the University of Central Missouri (Midwest Conclave), University of Tennessee-Knoxville (Southeastern Conclave), California University of Pennsylvania (Northeast Conclave), and the University of Idaho (Western Conclave).

New Working Group

TWS granted official status to the Climate Change & Wildlife Working Group, making it the 25th Working Group within the Society.

Certification News

TWS received 198 applications for certification in 2012, the second highest rate in the program's 35-year history. Of those, 73 were approved as Certified Wildlife Biologist (CWB), 64 were approved as Associate Wildlife Biologist (AWB), 16 were denied as CWB, 14 were denied as AWB, with final decisions pending on the remaining applicants. By the end of 2012, TWS maintained 3,668 CWBs and 533 AWBs on record.

Leopold Award 2012

The Wildlife Society Honors Daniel J. Decker

Following Aldo Leopold's death in April 1948, The Wildlife Society established an award medal in his memory to recognize individuals who have demonstrated "distinguished services of undoubted significance to the cause of wildlife conservation." It is our highest honor. This year we were proud to recognize Dr. Daniel Decker as the 2012 Aldo Leopold Memorial Award winner at the 19th Annual Conference in Portland, Oregon.

Since Leopold's time, our profession has struggled to understand and incorporate public opinion and human values into wildlife management without compromising the biological foundations of wildlife management. Dr. Decker has been an outstanding leader in integrating human dimensions into our field in an effective, practical manner and to a compelling result.

Since 1982 Dr. Decker has been co-leader or Director of the Human Dimensions Research Unit, a flagship research entity that has shaped the careers of many wildlife professionals. Although the Human Dimensions Research Unit dates back to the early 1970s and has employed many fine scientists, its growth and impact since 1982 were greatly advanced by Dr. Decker. The clear leader in human dimensions, the Unit enjoys an international reputation for training academicians, students, and natural resource agency staff.

Dr. Decker has published more than 130 papers including numerous seminal ones and several first-ever books in wildlife values and human dimensions. His practical workshops have been instrumental in helping state and federal agencies implement new knowledge into their management programs.

Dr. Decker's contributions have positioned the wildlife management profession for greater relevance in the future, tackling human dimensions across a range of tough subjects from suburban wildlife to community-based management, and hunter retention to wildlife habituation in National Parks. These devoted efforts have also generated a cadre of exceptional graduate-student ambassadors who are moving the discipline forward. His visionary work has challenged professionals to become better leaders, decision makers, and overall stewards of public trust natural resources.



**Dr. Daniel J. Decker,
Aldo Leopold Memorial
Award Winner 2012**



Annual Awards 2012

Aldo Leopold Memorial Award

Daniel J. Decker

Honorary Membership

E. O. "Oz" Garton

James M. Peek

TWS Fellows

Mark S. Boyce, Ellen G. Campbell, Alan X. Crossley, Timothy M. Green, Evelyn Merrill, Mark R. Ryan, Thomas J. Ryder, Allyn J. Sapa, Bill Vodehnal, Monty Whiting, Jr., Emily J. Williams

Caesar Kleberg Award for Excellence in Applied Wildlife Research

Michael Pelton

Special Recognition Service Award

Edward E. Bangs

Excellence in Wildlife Education Award

W. Daniel Edge

Student Chapter of the Year

California University of Pennsylvania Student Chapter

Student Chapter Advisor of the Year

Carol Bocetti - California University of Pennsylvania

Distinguished Service Award

Bill Samuel – Canadian Section

Del Benson – Central Mountains and Plains Section

Robert Brooks – Northeast Section

Charlie Bruce – Northwest Section

Ed Hackett – Southeastern Section

Frank Baucom – Southwest Section

Marshall White – Western Section

Donald H. Rusch Memorial Game Bird Research Scholarship

Stephanie Graham

Diversity Award

Dr. Bruce D. Leopold and Career Discovery Internship - U.S. Fish and Wildlife Service

Jim McDonough Award

Thomas E. Moorman

Group Achievement Award

Southeastern Bat Diversity Network

Conservation Education Award

Kenton Vaughan, Mark Caswell, Margus Jukkum, and Travis Livieri for *Return of the Prairie Bandit*.

Wildlife Publication Awards

Editorship

S. T. Knick and J. W. Connelly for *Greater sage-grouse: ecology and conservation of a landscape species and its habitats*.

Book

E. D. Forsman, R. G. Anthony, K. M. Dugger, E. M. Glenn, A. B. Franklin, G. C. White, C. J. Schwarz, K. P. Burnham, D.R. Anderson, J. D. Nichols, J. E. Hines, J. B. Lint, R. J. Davis, S. H. Ackers, L. S. Andrews, B. L. Biswell, P. C. Carlson, L. V. Diller, S. A. Gremel, D. R. Herter, J. M. Higley, R. B. Horn, J. A. Reid, J. Rockweit, J. P. Schaberl, T. J. Snetsinger, and S. G. Sovern for *Population demography of northern spotted owls*.

Article

John G. Kie, J. Matthiopoulos, J. Fieberg, R. A. Powell, F. Cagnacci, M. S. Mitchell, J.-M. Gaillard, and P. R. Moorcroft for *The home range concept: are traditional estimators still relevant with modern telemetry technology?*

Monograph

A. R. Litt and R. J. Steidl for *Interactive effects of fire and nonnative plants on small mammals in grasslands*.





Financials

Revenue



• \$552,810	Membership Dues
• \$787,507	Publications
• \$161,756	Contributions
• \$142,874	Financial Income
• \$325,853	Grants
• \$140,852	Publication Service & Education
• \$689,325	Annual Conference
• \$75,608	International Congress
• \$98,391	Royalties & Miscellaneous Income

Total Revenue \$2,974,978

Expenses



• \$869,364	Membership Marketing Conferences
• \$596,142	Publications and Communications
• \$239,735	Government Affairs & Partnerships
• \$868,878	Administration
• \$14,933	Fundraising
• \$476,931	Grant and Restricted-Contribution Programs

Total Expenses \$3,065,983
NET -\$91,005

Though all major programs were under budget thanks to cost-cutting, TWS ended 2012 with a financial deficit, primarily due to unforeseen legal and administrative expenses related to a change in leadership. The Society's financial reserves covered these losses. The financial data shown here are unaudited. Upon completion of the final audit, updated financials (i.e., IRS Form 990) will be posted on TWS's website.

TWS Staff and Council

Administration

Paul Krausman	Interim Executive Director
Darryl Walter	Chief of Staff
Yanin Walker	Operations Manager

Office & Finance

Jane Jorgenson	Manager
Vasa Pupavac	Finance Assistant

Government Affairs & Partnerships

Laura Bies	Director
Terra Rentz	Deputy Director
Christine Carmichael	Associate
Maggie Thomas	Policy Intern
Will Roberts	Policy Intern
Aliya Rubinstein	Policy Intern
Ben Wasserman	Policy Intern

Membership Marketing & Conferences

Darryl Walter	Director
Shannon Pederson	Program Manager, Subunits/Certification
Danielle Prete	Membership & Conferences Coordinator
Courtney Stackhouse	Diversity Program Coordinator
Aniket Gajare	Database and IT Administrator
Lilliam Matheson	Program Assistant

Publications & Communications

Lisa Moore	Director/Editor-in-Chief
Divya Abhat	Managing Editor/Science Writer
Jessica Johnson	Science Writer
Jeremiah Patterson	Web Producer
Rob Bock	Editorial Intern

TWS Journals

Bill Block	Editor, <i>The Journal of Wildlife Management</i>
Leonard Brennan	Editor, <i>Wildlife Society Bulletin</i>
Eric Hellgren	Editor, <i>Wildlife Monographs</i>
Allison Cox	Content Editor, JWM
Anna Knipps	Editorial Assistant, JWM
Janet Wallace	Editorial Assistant, WSB

TWS Council

Paul R. Krausman	President
Winifred B. Kessler	President-Elect
Jon Haufler	Vice President
Thomas J. Ryder	Past President
Richard K. Baydack	Canadian Section
Jack Connelly	Northwest Section
Carol L. Chambers	Southwest Section
Karl J. Martin	North Central Section
John McDonald	Northeast Section
Darren Miller	Southeastern Section
Gary C. White	Central Mountains and Plains Section
Donald A. Yasuda	Western Section
Ashley Gramza	Student Liaison



Photo Credits

TWS would like to recognize the professional work of its members in the field of photography. Most photos in this report were entries in the 2012 Annual Photography Contest in Portland, Oregon.

Front Cover: Mount Denali by J.P. Hayes; Mouse on calipers by Lawton; Rough-skinned newt by D. Lantz; Double-crested cormorant by C. Cooley; Grizzly bear cubs by T. Champion

Internal Photos (Top to Bottom/Right to Left):

Pages 2-3: Caribou by J.P. Hayes; Hummingbird by K. Ongman; Bighorn sheep by K.J. Jaspers

Pages 4-5: Butterflies by K. Gunderson; Horses at dawn by V. Elliott; Spotted owl nesting pair by K. Ongman; Sea turtle by F. Beller; Leadership Institute by TWS; Fly In Day by the Association of Fish & Wildlife Agencies

Pages 6-7: Laysan albatross by V. Elliott; Youth hunting by FWS; Yellow-bellied marmot by J. Demianew; Snowy owls in flight by K. Rowland

Pages 8-9: Coyote on prowl by D. Munzing; Baby African elephants by R. Guenzel; Student-professional mixer by TWS; Moose by C. Cummins

Pages 10-11: Red-eyed leaf frog by V. Elliott; Lilac-breasted roller by R. Guenzel; Red-tailed hawk by K.J. Jaspers

Back Cover: Forest and the little blue heron by J.P. Hayes (2011 photo contest entry)



The Wildlife Society

Headquarters

5410 Grosvenor Lane, Suite 200

Bethesda, MD 20814-2144

P: (301) 897-9770

F: (301) 530-2471

tw@wildlife.org wildlife.org

*Promoting Excellence in Wildlife Stewardship
Through Science and Education*