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**TWS ANNOUNCES IMPLEMENTATION OF THE CONSERVATION AFFAIRS NETWORK**

TWS is implementing a new initiative to increase our effectiveness in the realm of government affairs and partnerships called the Conservation Affairs Network. This network is designed to assist subunits (Sections and Chapters) in strategically reorganizing their Conservation Affairs Committees (CACs). CACs currently do many things, including tracking national and regional policies, drafting position statements, and participating in advocacy events. It will allow TWS to be more responsive to conservation policy issues, at all levels of the Society, and will increase communication throughout the Society.

For years, TWS has been operating as an organization made of isolated parts – the parent society, Sections, and Chapters working independently. This disjointed structure has sometimes led to duplicated efforts among or between sections, chapters, and the Government Affairs Department in the national office. The Conservation Affairs Network creates a communication and support structure throughout all levels of the organization and, for the first time, connects Chapters, Sections, and the parent society through the establishment of comparable and compatible Conservation Affairs Committees. These new structures will enhance communication between Chapters and across Sections while streamlining the flow of information between TWS staff and our TWS leaders throughout North America.

The network features coordination at the Section level through the creation of consistent Conservation Affairs Committees (CACs) that are comprised of representatives from each Chapter within the Section. The Section CAC would be responsible for tracking and taking action on regional issues of concern, providing support to Chapters who need assistance addressing issues that are too volatile on a local level for direct Chapter involvement, and shopping up regional issues that may have national significance to headquarters to address. The Section CAC would also serve as a hub for communication and inter-subunit collaboration for a particular issue.

Once fully implemented the Conservation Affairs Network will allow TWS, at all levels, to more effectively address critical issues that affect natural resource management and the wildlife profession. Sound interesting? Get in touch with your chapter and section and get involved.

## BOOK REVIEW, BY JULIE CUNNINGHAM '08

Title: Lean in: women, work, and the will to lead.

Author: Sheryl Sandberg

Published: 2013, Alfred A. Knopf, 228 pages.

“Lean In” is a must-read for women in the wildlife profession, and for the men who work alongside them. Sheryl Sandberg, Chief Operations Officer for Facebook, has an amazing resume: a Harvard Business School graduate, on Fortune’s list of the 50 most powerful women in business, and past chief of staff at the United States Treasury Department. Yet she writes openly and honestly about fears that she holds, and which many women share. Fears about owning accomplishment with pride, about grabbing authority rather than waiting to be given it, and fears about how they are received by their peers, and how to raise a family while been a career-driven individual. That such a powerful, amazing woman admits to crying gives the reader edification for the times they too have met with overwhelming frustration and struggled with how to cope.

Sheryl honestly exposes the underground societal challenges of women in fast-paced careers; not just from her experience, but from a wealth of scientific studies and publications. Her fact-based writing style adds credence to her assertions. She exposes research-based evidence about how gender identification affects resume interpretation by hiring committees. She demonstrates how certain traits may be desirable in a man but not in a woman: men are praised for being assertive, but women are often disliked for that same trait. (Are men ever described as “bossy”?) These points are important to expose and discuss so we all – male and female – can work to reduce harmful biases in our hiring to promotion processes.

“Lean In” is a positive read which offers validation, encouragement, and solutions for women in a male-dominated career. Although business-based, my female wildlife colleagues and I have nonetheless found this book to be highly relevant to our experiences. Most of us agree that now we need to get our (male) bosses to read the book as well, to understand how their female staff operate and communicate!

## ALUMNI NEWS

Katie Moriarty ('06) was prominently mentioned in the March issue of Discover magazine in an article about a wolverine (“Where's Buddy?” by Jeff Wheelwright, pages 46-51).

Mike Larson ('06) is now President-elect of the North Central Section of TWS for 2014 (Pres. in 2015 & Past-Pres. in 2016).

Liisa M. N. Schmoele ('12) is now the president-elect of the California North Coast Chapter and will serve for three years (pres-elect, pres, and past-pres).

Nick Kaczor ('09) has taken a new position as Assistant Refuge Manager at the Rocky Mountain Arsenal National Wildlife Refuge Complex in Denver, Colorado.

Raquel Wertsbaugh ('06) and Mindy Rice ('09) received chapter service awards from the Colorado Chapter of TWS.

Raquel Wertsbaugh ('06) started a new job with Colorado Parks and Wildlife as the Colorado Natural Areas Program Coordinator based in Denver.

Mackenzie Jeffress ('10) started a new position with the Nevada Department of Wildlife as a nongame biologist in Elko, NV. She is also helping to reinvigorate the Nevada Chapter of TWS and was elected as the Nevada Chapter Representative to the Western Section.

Congrats to all!