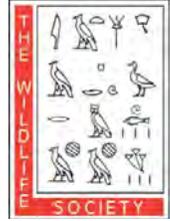




The Wildlife Society Pennsylvania Chapter



Newsletter—Winter 2013

President's Message

Here's a little known fact—your chapter president is taking Intro to Wildlife Management. Okay. Wait . . . what? Why would I be taking Intro to Wildlife Management if I'm already a wildlife biologist?

While attending the TWS 2012 Conference I met quite a few people who were passionate about the Certified Wildlife Biologist (CWB) program. TWS promotes it basically as a way to elevate professional and ethical standards in the wildlife field. I know controversy surrounds TWS certification, most of that related to the requirement of being a TWS member in order to hold a certificate. Many people point out that their education and experience can stand on its own without the need for initials after their name. I'll admit that I leaned toward that same opinion for a long time, but I decided to look into it anyway.

Those of you who know me also know that I am intimately involved in the world of horses. In this world, anyone can call himself or herself a trainer. Usually those who lack skills, education, and credentials will make stupid mistakes that result in minor accidents, but sometimes it's much worse, like at the Devon Horse Show last summer. A show pony dropped dead after receiving 15 different drugs (think "performance enhancing") administered by a "trainer." If I feel so strongly about standards and regulations about my hobby, why not have the same fervor and respect for my own profession? So I pulled out my tran-

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scripts and found the wildlife biologist certification information on the TWS website.

<http://www.wildlife.org/certification/program>

TWS offers 4 distinct certificates and "holding one of these certificates places you in a category distinct from other wildlife professionals due to the integrity of the organization and the high standards of the certification process." A CWB is "person with the educational background and demonstrated expertise in the art and science of applying the principles of ecology to the conservation and management of wildlife and its habitats."

After attaining two degrees and being employed as a wildlife biologist, I felt I had the educational background and had demonstrated my expertise at least to my employer. However, when I downloaded the application, my confidence waned.

Many wildlife biologists who graduated from traditional wildlife programs are finding it hard to meet the botany requirement of 9 credits. But for a nontraditional wildlifer, like me, the

President's Message continued....

wildlife management category was missing! Experience can make up some of the short fall, but you have to have at least one actual course per category.

And so I find myself in Intro to WM, online at American Public University. I chose an online course because it was the most economical and efficient way to get the credits I need, although I'll admit that I would rather learn in a real classroom. The text is disheartening—nothing about it would inspire me to be a wildlife biologist if I wasn't already, and it certainly doesn't cover much of what most of us actually do. (Mental note: get a PhD and write a better text!)

It costs \$155 to apply to be a CWB. My three credit online course cost just under \$1000 and continuing education is required to maintain your certification. However, I view it is an investment in myself and my career, potentially making me more marketable in the future.

No matter your feelings on the CWB program, I encourage you to at least check it out.

Tammy Colt
PA TWS President

State Conference Almost Upon Us

Putting the ACTION in the State Wildlife Action Plan: Moving Pennsylvania Wildlife Conservation Forward. If you haven't heard is our theme this year. We are busy preparing— March 22-23 is fast approaching.

Hopefully you have registered and we will see you there. Don't forget there is no regis-

tration at the door.

Our conference is a joint event with the Pennsylvania Biological Survey and we hope a success for all involved. You can find more information such as preliminary schedules at our website:

<http://joomla.wildlife.org/pa>



This Newsletter is produced on a roughly quarterly basis for members of the Pennsylvania Chapter of The Wildlife Society.

Editor: Jennifer Dzimiela

Send items of interest, comments, announcements, questions, or corrections to Jennifer at: jennifer.dzimiela@aphis.usda.gov.

Subject— "newsletter"

2014 National Conference In PA—Make Your Mark

Have you given any thought to participating in the 2014 National Conference to be held here in Pittsburgh, PA?

We have many subcommittees that need to be staffed for our conference to get rolling and be successful. Let's make PA look good!

Please have a look at the diverse options and consider volunteering. A sign-up sheet will be available throughout the conference.

- ⇒ [Media Relations and Photography Subcommittee](#)
- ⇒ [Merchandise Subcommittee](#)
- ⇒ [Photography Contest Subcommittee](#)
- ⇒ [Student Activities Subcommittee](#)
- ⇒ [Student Professional Development Working Group](#)

- ⇒ [Audio Visuals and Computers Subcommittee](#)
- ⇒ [Field Trips Subcommittee](#)
- ⇒ [Fund Raising Subcommittee](#)
- ⇒ [Local Information Subcommittee](#)
- ⇒ [Sustainability Subcommittee](#)



We are on Facebook—LIKE US!

The Pennsylvania Chapter of The Wildlife Society now has a Facebook page. Connect with us. Share with us. To find us on Facebook search:
"PA Chapter -The Wildlife Society"



TWS ACCEPTING APPLICATIONS FOR 2013 LEADERSHIP INSTITUTE

The Wildlife Society is currently accepting applications for its Leadership Institute.

Deadline: April 1, 2013.

The Institute's goal is to facilitate development of new leaders within TWS and the wildlife profession. The Institute will recruit 10-15 promising early-career professionals for a series of intensive activities and mentoring relationships. The focus will be on exposing participants to the inner workings of TWS and increasing the number of active leaders in TWS and the wildlife profession.

From May to October, participants will engage in a series of activities to develop and expand their leadership skills. Institute members will also attend the TWS Annual Conference and participate in various activities, including mentoring and leadership workshop sessions. The Institute is free, and participants will receive free registration and a travel grant for the conference.

Participation in the Institute is geared towards early-career professionals, individuals two to three years out of school (either undergraduate or graduate school), currently working full-time in a wildlife professional position, and with demonstrated evidence of their leadership potential. A small number of slots may also be available for more recent graduates who have shown strong evidence of their leadership potential or for those who are working while concurrently pursuing a graduate degree. All applicants must be members of TWS and a chapter or section of TWS. The selection committee will be seeking to create a diverse group, with participants of varying gender, ethnic, and regional diversity.

Selection will be based upon:

- An excellent academic record
- Demonstrated leadership capability or potential
- Demonstrated level of excellence in current position
- Commitment to and involvement in TWS

Preference will be given to individuals who are certified as Associate Wildlife Biologists® or Certified Wildlife Biologists®, or who have submitted such an application to TWS.

Applicants must submit the following materials:

- Online Application, available at: <http://www.wildlife.org/professional-development/leadership-institute/apply>
- Cover letter with evidence of leadership capacity or potential, such as previous leadership positions held in TWS chapters or student chapters or in other organizations
- Resume including a list of publications, awards, etc.
- Academic transcripts (scanned copy)
- Two letters of recommendation from supervisors, academic advisors, professors, or others in leadership positions with whom you have worked and who are familiar with your leadership potential, commitment to TWS, and commitment to wildlife management and conservation; letters should be emailed directly from the individ-

Leadership Institute cont...

ual making the recommendation to Laura Bies at laura@wildlife.org, subject line "Leadership Institute Recommendation for [applicant last name]"

- An essay (1000 word limit), which succinctly summarizes (1) your concept of leadership, (2) your aspiration for your role within TWS in 5 to 10 years, and (3) why you are an ideal candidate for

the Institute.

Email all materials (except the online application form and recommendation letters) in one PDF by April 1, 2013 to Laura Bies at: laura@wildlife.org.

PA TWS Member Profile: Justin Bohling

Editor's note: This article is part of an ongoing series featuring members of the Pennsylvania Chapter of The Wildlife Society. If you would like to share your perspective and put a face to our State's diverse workforce of wildlife professionals, please contact the Newsletter Editor.

What made you decide to get into the wildlife profession?

Growing up I lived in a rural area and was fortunate to be able to experience nature and wildlife in my backyard. I always had an interest in animals and nature, especially reptiles and amphibians. As a kid I always thought I would grow up to be a paleontologist and I still find dinosaurs fascinating (cue my students rolling their eyes). However, my interests shifted to wildlife and conservation when I began volunteering at a local zoo.

What is your educational background?

I received a B.S. in Conservation Biology from the SUNY College of Environmental Sci-

ence and Forestry in 2007. Afterwards I went immediately to graduate school and received my PhD from the University of Idaho in 2011.

Do you have any mentors or anyone that really influenced your career?



Justin Bohling getting a unique perspective on Puget Sound while vacationing near Tacoma, WA.

Member Profile cont...

I was very fortunate to grow up in a family that encouraged my career choice and instilled a strong work ethic in me. My graduate adviser at University of Idaho, Lisette Waits, is a world-renowned researcher and an awesome adviser who provided an excellent example to follow. I also had several professors as an undergraduate student that influenced how I approach this profession.

What is your current position and specialization?

I am a senior lecturer in Wildlife Science at Penn State University-University Park. My focus is undergraduate education and I teach several courses in our Wildlife and Fisheries Science major. My research specialty is in conservation genetics and the application of genetic tools to study wildlife populations. Much of my research focuses on carnivorous mammals, especially canids such as wolves.

What is the most interesting aspect of your job?

In my current position I really enjoy teaching field techniques to wildlife students. I have been able to do this both with the undergraduate courses I teach at Penn State and assisting field courses through TWS Northeast Section and field schools in Belize.

Do you have any special moments on the job that are unforgettable, or moments that reaffirm your career choice?

For graduate school I studied endangered red wolves in North Carolina. It was extremely rewarding when I was able to accompany US Fish and Wildlife Service biologists during red wolf releases. During graduate

school I helped manage the pedigree of the wild red wolf population and it was very rewarding to follow an individual animal through its life, from when it was born to adulthood. I have also felt rewarded by talking with the public about wildlife and providing them with knowledge and viewpoints they previously did not consider.

How would you describe your experience with TWS?

I moved to PA in fall 2011, so my experience with PA TWS is relatively new. However, I was impressed by the presence of the group at the PA TWS meeting this past spring and have enjoyed meeting wildlife professionals in this state. Much of my interaction has been with the Penn State Chapter of TWS, which I advise.

What advice can you give to new members who are just beginning their wildlife career?

Take advantages of as many opportunities as possible as you move forward in your career. Gaining experience in the field, with a variety of techniques, and with wildlife professionals will set you up well for the future. Also, do not limit your goals and professional desires to one species, location, or field of study. There are many opportunities out there, often in places you least suspect and dealing with things you never thought you would be interested in. Sometimes, though, they turn out to be extremely rewarding and launch your career in a new direction.

The Woman Wildlifer:

Anecdotes from the Field

By Keely Roen, Senior Instructor of Wildlife Technology
Penn State Dubois

Seems like every female wildlifer I know has one of “those stories” to tell. Jenn, a forester, shared an experience common among women in wildlife, forestry and related fields, “One of my first jobs out of college I worked at a sugar maple research station with a supervisor who had never worked with a woman before. I spent the whole year trying to prove myself to him by doing all of the heavy work that a man could do.”

Carrie, an environmental consultant, echoed Jenn’s comments. “[What] makes it difficult to be a woman in the wildlife field is having to prove yourself all the time, whether it be getting the work done quicker, scoring higher than your male colleagues on shooting or safety tests, or getting stuck vehicles unstuck without calling for help.”

Several of my friends and colleagues (mostly early- to mid-career and in their mid-30s) described their experiences as women working in these fields. They described receiving support, mentorship, and friendship from almost all of their male colleagues. And, like Jenn and Carrie, we have all had situations where we were the only female. At one such meeting in 2003, where I was the only female out of 24 participants, I joked that I felt like Annika Sorenstam on the PGA tour.

Some memories are less fond. Once I was presenting with a male colleague who was introduced by his professional title and I was addressed as young lady. Sexism or sexual innuendo from hunters, landowners, clients,

or colleagues was reported to some extent by all of the women I talked with. Shea, a university research associate reported “being stalked by a ‘friendly local’ while conducting radio telemetry, being denied access to property ‘because it is too dangerous for a little girl to be in the woods alone’, and “many other instances that probably wouldn’t have happened had I been male.”

Elizabeth had a uniformly positive experience as a biologist aide and wildlife technician throughout Montana, Arizona, and Wyoming. She developed an interest in wildlife filmmaking and shot a pilot for Animal Planet. “Wildlife film-making is even more male dominated than wildlife science. After what I thought was proving myself, I was asked to be assistant to an established filmmaker, if I ‘kept him warm’ in his tent.” Although Elizabeth is now a happy stay-at-home mom to three young children, her decision to decline was career altering.

Since the days of Rachel Carson and Jane Goodall it has certainly gotten much easier to be a female in a wildlife-related career. That there are more of us certainly helps. At Penn State in 2013, 37% of students in the Wildlife and Fisheries Science Major are women. We are also connecting and sharing with each other more than ever through professional working groups, listserves and discussion boards, and social media. The cover story of the summer 2011 issue of *The Wildlife Professional* was “The Value of Workplace Diversity.”

Women Wildlifera cont...

As we are accepted more into the academic and professional fold, there are some annoying reminders that we aren't quite there yet. Andie, a graduate student, remarked "One of the most challenging things for me is finding clothes that fit properly! I've yet to find a pair of chest or hip waders that fit, and as a wetland ecologist, I could really use a pair!"

The market for field clothes for women certainly has expanded in the last decade. A quick search on cabelas.com reveals a variety of field clothes for women. But I challenge you to find hip waders that come small enough to fit women's feet or proportioned for a women's thigh. For years, chest waders were the bane of my existence. Sets that allowed for chest and thigh invariably had a ridiculously large waist. And the market for maternity field clothes is virtually nonexistent. I spent the last three months of my three pregnancies wearing a hodgepodge of maternity activewear, half-open campshirts and my husband's clothes. At least my chest waders fit.

At a recent PATWS conference a presenter addressing the changing face of our profession commented "30 years ago there were hardly any women and those that were there you couldn't tell from the guys." He quickly expressed that he didn't mean to offend anyone. I wasn't offended. For me it was a eureka moment – I saw it as acknowledgement that many women felt they could not be feminine and still fit in. This was one of my greatest personal challenges.

For well over a decade, a part of me felt being feminine somehow lessened my believability as a wildlife biologist. Did a little bit of make-up suddenly make me a less capable

professional? For many female wildlifera the ability to be au natural (at least in the make-up sense) is appealing. Those of us that feel a strong connection with nature and the outdoors often eschew that part of social convention. Equally though, why do we feel we have to "dress the part" when we *are* the part. "I love getting dirty, doing dangerous jobs, and don't mind touching gross things," Carrie said. "I am still a woman though, and like wearing eyeliner, wearing heels (and I have worn heels into the field, and a dress for that matter), dressing up to go out, and having things done for me."

"I actually seriously considered changing my major in college because I didn't want to deal with certain attitudes for the rest of my life. Fortunately, I realized that negative attitudes towards women in wildlife are not the norm, and I couldn't be happier with the path I've taken," Andie shared. Whatever personal and professional difficulties we may face as women in wildlife, all the women expressed a strong love for the profession, the commitment to conservation, science, wildlife and the outdoors.

Sometimes being a woman in wildlife helps out when you least expect it. Last fall year I adjusted a worrisome bird band on an owl easily with a pair of eyebrow scissors. Thanks, Alex(andra), I forgot mine at home.

Editor's note: The PA TWS newsletter always welcomes editorials and contributed pieces from our members. If you have a wildlife-related topic you'd like to write about be it policy, current research, techniques, opinion pieces, etc. please contact the newsletter editor.



**Call for Contributed Papers
and Posters
20th Annual Conference of
The Wildlife Society
Milwaukee, WI
♦October 5-9, 2013♦**

Deadline: April 12, 2013, Midnight CST

Find more info at: <http://www.wildlife.org/>

Save the Date

**PA Chapter of TWS
Annual Conference**

March 22-23, 2013

Ramada Inn
State College, PA

**69th Northeast Fish and
Wildlife Conference**

April 7-9, 2013

The Saratoga Hilton Hotel
Saratoga Springs, NY



**Northeast Student
Field Course**

May 19-June 1, 2013

Kehoe Conservation Camp
Castleton, VT

**The Wildlife Society
20th Annual Conference**

October 5-9, 2013

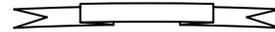
*Delta Center
Milwaukee, WI*

Pennsylvania TWS Objectives

1. To develop and promote sound stewardship of wildlife resources and of the environments upon which wildlife and humans depend.
2. To undertake an active role in preventing human-induced environmental degradation.
3. To increase awareness and appreciation of wildlife values.
4. To seek the highest standards in all activities of the wildlife profession.
5. To serve the specialized needs of Pennsylvania in wildlife resource management.

—Who’s Who on the Board—

2012 Executive Board Members
Pennsylvania Chapter of The Wildlife Society



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*Secretary.....*Scott Bearer
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Clayton Lutz
Samantha Pedder

PA TWS T-shirts have been to.....

The Jersey Shore

Like Snooki and The Situation, PA TWS t-shirts have also been seen “down the shore.” For all of you who get that reference.....shame on you for watching garbage TV (wink). Thanks so much Tammy for remembering to pack your shirt.

Show us where you’ve taken your PA TWS clothing. Send photos to Jennifer Dzimiel, Newsletter Editor, at jennifer.dzimiel@aphis.usda.gov

—To view our clothing online visit <http://joomla.wildlife.org/pa> and click on “Merchandise.”



Tammy Colt, PA TWS President, enjoys the shore and sights near Asbury Park, NJ.