



Southwest Section Newsletter

Spring 2017 - Vol. 7 Issue #1

President's Message

Warren Conway - 2017 President SW Section of The Wildlife Society

Welcome to all of our new and returning Southwest Section members – and by now, spring has sprung throughout the regions, and we have new officers in place and have begun coordinating for providing support the 24th Annual TWS Conference on September 23-27, 2017. This is significant, as the National TWS meeting returns to our region and many of our Members have been very active in helping organize and fundraise for the upcoming meeting. We are planning to have a Section Booth at the meeting, and as you can see from all of the highlights in this Newsletter – members and leadership from the Southwest Section have a strong, persistent, and award-winning presence at National levels within TWS. This is significant, and important – as our membership is currently ~250 members, and we are working to provide more value-added services that compliments the state Chapters within our Section, and can serve in a few different roles to bridge the states with the National Level. With that in mind, please see Fidel Hernandez's report as the Southwest Section Representative – as has been invaluable in providing updates and information to our membership, and as time goes on during his term, will be our eyes and ears regarding policies and other news that might impact our region. Our region will continue to be an important and relevant part of the The Wildlife Society, and collectively we will need to be vigilant in following changes and implementation of new policies that might impact wildlife conservation in the Southwest.



Warren Conway with students

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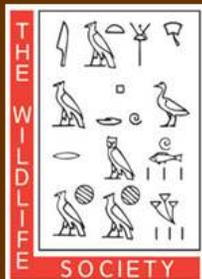
From a moving forward perspective – the transition to new Board Members occurred over the course of a few weeks between the JAM and the Texas Chapter meetings, and one element that we discussed was what exactly can, or should, the Section provide its members? There were several ideas discussed, but clearly identified “missions” were agreed upon, including continued support, sponsoring, and facilitation of the Women of Wildlife program for which the Section has always been a leader; providing and organizing TWS Certification workshops on a rotating basis among the state meetings; and continued expansion and support of the Geospatial Advisory Committee, including potential workshops. We have a dynamic, and very engaged membership across many disciplines within our field, but these Section-specific entities are cross-disciplinary, and are intended to extend beyond state-borders – which is inherent in the services provided by the Section. Further discussions from the JAM in Farmington regarding the Section were similar, but also focused upon as few other topics as well – including the value, need, and importance of (1) a Section-specific Symposium (held every 2-3 years) and/or (2) a Section-specific peer reviewed online journal. Both ideas were articulated as intended to engage scientists, biologists, students throughout the geographic scope of the Section, including Mexico. This would take time obviously, but may be a mechanism by which to elevate the Section as complimentary to the Annual State-Chapter Meetings, but also provide a regionally-specific publication venue for our members as well. One twist to the journal idea was to provide space for first-time authors, including students, as well as to attempt to engage and provide a venue for our International members. These were discussion points that generated some good opinions – and I am sincerely interested in hearing opinions and thoughts from members on these topics.

I look forward from hearing from our membership, and hope to see and meet many of you in September in Albuquerque! Please call (806-834-6579) or email (warren.conway@ttu.edu) any time. Enjoy the rest of spring, and hope you all have a great summer.

—Warren Conway
Southwest Section President
warren.conway@ttu.edu



*Dinosaur Valley State Park, Glen Rose, TX
Photo: <http://tpwd.texas.gov/state-parks/dinosaur-valley>*



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Thanks to contributors to this newsletter: **Heather Bateman, Jon Hanna, Richard Heilbrun, Fidel Hernández, and Ginny Seamster.**

Please contribute to our next newsletter with information on your work related to topics of interest to SW Section members. We would love more articles from student chapters! Deadline for articles is **September 11.**



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Southwest Section Tracks

Fidel Hernandez, Southwest Section Rep to Council



The Texas mountain laurels (*Sophora secundiflora*) are a bit late blooming this year. In most years in southern Texas, it's mid-February when the first breezes that carry the fragrant blooms of mountain laurels first arrive. It is one of my favorite times of year—the blooms are colorful, and their fragrance is one of a kind. This year, however, it's mid-March, and the blooms have yet to come. Rains were generous in early spring, but I guess Mother Nature is simply taking her time. What are a few more weeks? In any case,

I await with much anticipation the mountain laurel blooms and smelling their unique fragrance.



A Texas mountain laurel in full bloom.

The soon-to-be blooming mountain laurels means spring is here, and thus it also means a gathering of TWS Council. I recently returned from our TWS Council meetings (4-7 March 2017) being held during the 82nd North American Wildlife and Natural Resources Conference in Spokane, Washington. As always, there was much to cover in the 2 days of meetings. Below are brief highlights of these Council meetings as well as general news from the Section.

TWS News: Every Council meeting begins with a status of the society—our status of membership and financial condition. I am happy to report that the positive trajectory that began for TWS about 4 years ago continues to the present. Executive Director Ken Williams reported that TWS has recorded 3 consecutive years in which the approved budget included a surplus (i.e., positive net income) and, for 3 consecutive years, those budgeted surplus amounts were met or exceeded. As of the end of January 2017, TWS assets were about \$2.8 million, and liabilities were about \$1.1 million, resulting in an equity position of \$1.75 million. And the future looks good for this year's budget. It is anticipated that TWS will meet the surplus goal by the end of the fiscal year on June 30.

Where does this surplus go? Part of it was used to stabilize TWS finances that had been shaky prior to the turn-around. Some monies go toward a rainy day fund to help ensure that TWS has a surplus to cover at least 6 months of operation costs should an unanticipated, catastrophic event occur. This "rainy-day fund" is a standard best accounting practice that is part of many businesses but only in recent years has been implemented in TWS. Another portion of the annual surplus goes toward operational costs or paying for member services such as the recent member benefit of free journal access. In any event, the positive financial turn-around and growth

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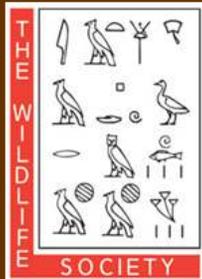
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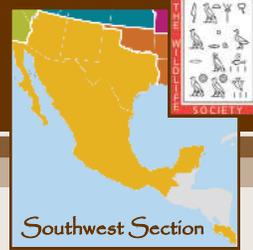
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Southwest Section Tracks

Fidel Hernandez, Southwest Section Rep to Council

that TWS has experienced is exciting and in a large part due to Director Williams' leadership, in conjunction with the invaluable contribution of the entire TWS staff and Council.

Regarding membership, Director Williams reported that the long-awaited rebound in membership seems at last to have begun in earnest. There have been consistent year-on-year increases in membership. TWS has initiated many new efforts to attract and retain members, including an aggressive effort to reach out to the states and provinces and their biologists; expanding the content and frequency of *The Wildlife Professional* and access by members to TWS journals; and the new Give-Back program. As a result of these dedicated efforts, membership as of January 2017 was 9,527 members (compared to 8,649 in January 2016)—an increase of 878 members (+10.1%).

TWS Executive Director Update: As many of you know, Director Ken Williams is retiring at the end of this fiscal year (30 June). Thus, TWS has been involved in a search for an executive director since last October. TWS received about 30 applicants, from which 5 were selected for on-site interviews after intensive review of applications and phone interviews. These 5 in-person interviews were conducted in conjunction with our March Council meeting. Based on these interviews, the search committee made recommendations to the President Bruce Thompson. The new executive director will be Ed Thompson, who currently serves as chief operating officer of the Society.



Ken Williams, current Executive Director of TWS, will retire on 30 June 2017.

Give Back Program: As I mentioned above, one of the new recruiting efforts of TWS is to offer current members the ability to share a free 6-month membership to a colleague of their choosing. That is, when a current member renews his-her membership, they have the opportunity to "Give Back" to the wildlife profession by gifting a six-month complimentary TWS membership to a wildlife professional who presently is not a member but can benefit from the many services that TWS has to offer. This 6-month membership is free, with no obligation of the recipient to join TWS. There appeared to be some confusion that the membership was for one year, with 6 months of the membership being free but with the recipient paying the remaining 6 months. This is incorrect. The membership is free for 6 months with no obligation to join (i.e., pay for the additional 6 months). For nominees accepting their 6-month gift membership, they will enjoy the following benefits:

- The *Wildlife Professional* bimonthly magazine
- Free online access to all TWS publications (*The Journal of Wildlife Management*, *Wildlife Monographs* and *Wildlife Society Bulletin*)
- Weekly editions of the eWildlifer newsletter, including featured TWS Talks



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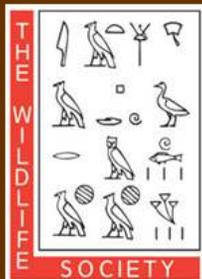
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Southwest Section Tracks

Fidel Hernandez, Southwest Section Rep to Council

- Networking through the TWS Online Member Directory
- Ability to join any and all working groups
- Ability to pursue certification opportunities
- A variety of members-only discounts, including \$200 off TWS Annual Conference registration

So, as you renew your membership this year, be sure to nominate a deserving wildlife professional for this great opportunity. It is easy, free, and best of all, beneficial to a fellow wildlifer.



Image Credit: Robert Burton, USFWS

Call for TWS Award Nominations: It is that time of year again. This is a friendly reminder that the deadline for nominations for several TWS awards is in the horizon (**1 May 2017**). A brief description of awards is in this newsletter.

We have many outstanding people in the Southwest Section who contribute considerably to TWS at various capacities. Be sure to nominate a deserving colleague. Visit the TWS Award website (<http://wildlife.org/engage/awards/>) to get more details, learn of past honorees, and download nomination applications.

Section News: One of the main issues the Southwest Section has struggled with over the years is how to be relevant to members who are part of a section that is comprised of 3 very strong and active state chapters. Many ideas have been proposed and tested over the years to attract and better serve Section members, but the reality is that most of the services that are valuable to Section members such as networking and dissemination of research are provided at the state level. So, during the recent Southwest Section Executive Board meeting in San Antonio, a brainstorming session led to the idea that instead of attempting to offer services that were so adeptly provided by state chapters, a better approach could be to provide 1 or 2 relevant services to section members. One idea was to sponsor a workshop of interest to the membership during each annual conference of the respective state chapters. Naturally, such approach would require close collaboration with the respective executive boards of the state chapters as well as workshop ideas from the membership. If you have any ideas on potential workshop topics or on how the Southwest Section can better serve our membership, please contact me or any officer of the Executive Board of the Section.



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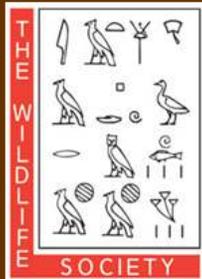
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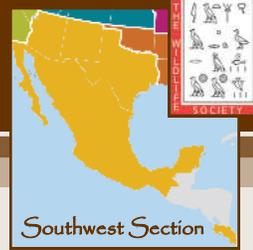
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Southwest Section Tracks

Fidel Hernandez, Southwest Section Rep to Council

Annual Conference of The Wildlife Society: Just a reminder that the 24th Annual Conference of The Wildlife Society will be held in Albuquerque, New Mexico during **23-27 September 2017**. Ginny Seamster from the New Mexico Department of Game and Fish, along with the local committee, has been busy assisting the parent society with fundraising, planning, and local arrangements. There is plenty of work to do, so if you are interested in helping with any of these activities, please contact Ginny (Virginia.Seamster@state.nm.us). I am sure she would welcome your help.

Well, that's all for now. I think the Texas mountain laurel blooms are opening!

Until next time,

Fidel Hernández

Southwest Section Representative to TWS



Sunrise on the lake at Cleburne State Park, Cleburne, Texas
Photo: <http://tpwd.texas.gov/state-parks/cleburne>



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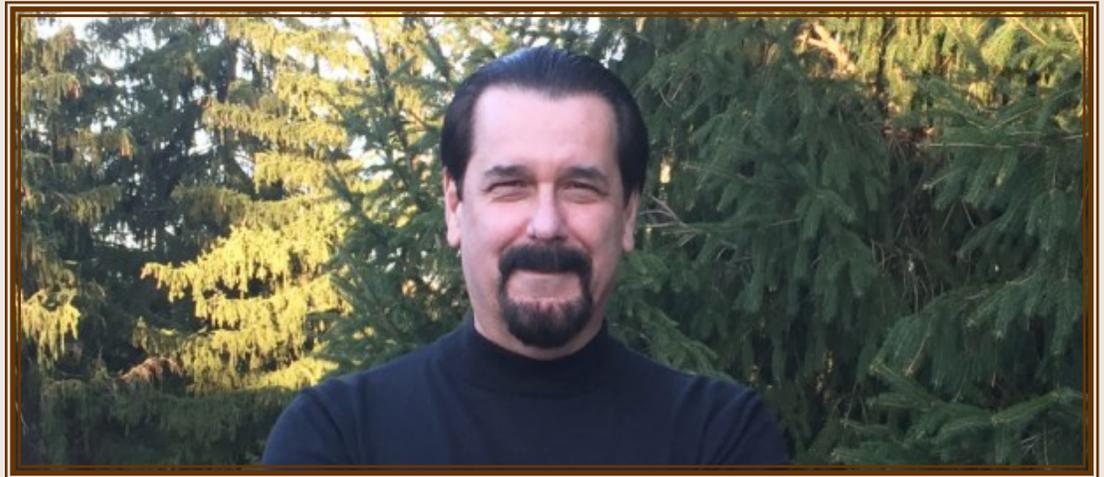
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Southwest Section News



TWS Announces New ED

TWS names Ed Thompson executive director and CEO



The Wildlife Society has named Ed Thompson as its next executive director and chief executive officer. Thompson, who currently serves as chief operating officer of the Society, will take over in the new role on July 1 when current Executive Director Ken Williams retires.

"Ed is familiar and experienced with all facets of The Wildlife Society and he sees the importance of our science mission," said TWS President Bruce Thompson. "He has significant background for leading organizations, he's innovative, he's technically savvy and he has a can-do spirit. Perhaps most of all, he has a rare ability to plan and prioritize, coupled with the ability to engage our members and partners."

His hiring represents a break from tradition. Thompson will be TWS's first executive director not to come from a wildlife biology background. His selection follows the model of other organizations, including the National Wildlife Federation, The Nature Conservancy, Pheasants Forever, The Audubon Society and Sierra Club, all of which have hired directors for their business experience.

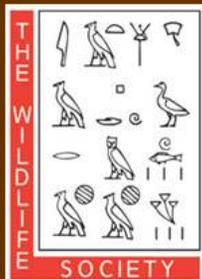
"Ed is neither a scientist nor a biologist, but he is a hell-bent-for-leather manager," said Williams, who will work alongside him through the transition. "As far as running an organization like ours, he's as good as it gets."

Thompson brings more than 20 years of executive experience in membership organizations, including three years as the Society's COO.

"When I look at how far we've come over the past three years, I get very excited about our prospects for the future," Thompson said. "My admiration for the wildlife professionals who are out there making a difference every day inspires me to work harder to provide them with even better services and information."



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TWS Announces New ED

TWS names Ed Thompson executive director and CEO (continued)

Former TWS president Gary Potts, who led the search committee, praised Thompson for innovations he has brought to the Society as COO, including the Give Back Program, the 1,000 program and improvements to membership outreach and partnerships.

"His knowledge of TWS, fundraising ideas, smart business practices, building partnerships and use of public relations and media outlets project an exciting growth potential for the future of TWS," Potts said.

In his new role as CEO, Thompson will continue many of his current responsibilities, allowing the COO position to be eliminated.

"Ken and I have worked together so well, and his leadership has been very helpful to me," he said. "Together, we'll make this transition seamless so that our staff, Council and members don't miss a beat as we continue to build upon our success."

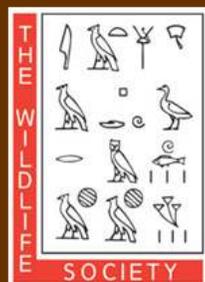
Thompson was selected from more than 30 candidates as part of a year-long search process. The final five were interviewed by the search committee, which recommended Thompson for the position.

"Ed's taking this position is the start of a very, very robust future for The Wildlife Society," Williams said.

—Article from David Frey
Editor, TWS
dfrey@wildlife.org



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Southwest Section News



Awards

Presented at the 2016 TWS Annual Meeting, Raleigh, North Carolina

Regarding awards, the Southwest Section shined at the annual conference (like always), bringing home quite a few awards.

Student Chapter Advisor of The Year: Scott E. Henke, Texas A&M University-Kingsville

Wildlife Publication Award (Monograph): Effects of harvest, culture, and climate on trends in size of horn-like structures in trophy ungulates, co-author James R. Heffelfinger, Arizona Game and Fish Department



Distinguished Service Award: Brian L. Hanson, retired, US Fish and Wildlife Service

TWS Fellow: Carol Chambers, Northern Arizona University

Honorary Member: Terry Blankenship, Rob and Bessie Welder Wildlife Refuge

A hearty congratulations to all awardees!

—Fidel Hernández
SW Section Representative to TWS Council
Fidel.Hernandez@tamuk.edu



Grancel Fitz measuring the circumference of the main beam of an Alaska-Yukon moose. Fitz and Dr. James L. Clark were key members of a committee formed by the Boone and Crockett Club to develop an equitable, objective measurement system for big game of North America. Photo courtesy Boone and Crockett Club.



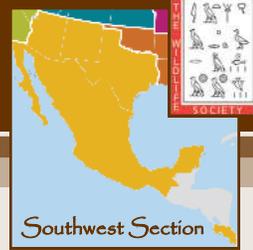
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Awards

Student Chapter Advisor of The Year: Scott E. Henke, Texas A&M

TWS presented the 2016 Student Chapter Advisor of the Year Award to Scott Henke at the 23rd Annual Conference last October in Raleigh, N.C. Dr. Henke is a regent's professor and chair of the Animal, Rangeland and Wildlife Sciences Department at Texas A&M University – Kingsville and a research scientist with the Caesar Kleberg Wildlife Research Institute.

In 1992, after obtaining his PhD in wildlife sciences, he began teaching at the university and founded its TWS student chapter with just four students. He has been advising the chapter, which now boasts more than 100 students, ever since.

Under Henke's guidance, the student chapter has been involved in a wide range of activities, he said. Members have delivered up to 100 different hands-on wildlife education presentations at elementary and high schools. The chapter has also been raising awareness about the negative impact that abandoning cats on campus has on wildlife and emphasizing to local leaders the need to better control the city's feral cat population. Other valuable wildlife experience includes managing raccoons around apartments and conducting wildlife surveys at ranches in the vicinity.

"It's humbling," Henke said of the award. "Students here are go-getters. It's nice to be recognized as the advisor, but without the students, their quality and their drive to excel, I don't know how well I would have been able to do."



Texas A&M University—Kingsville's Scott Henke accepts the Student Chapter Advisor of the Year Award from former TWS president Gary Potts, Raleigh NC, 2016 (Photo courtesy TWS)

—Adapted from an article by Julia John
Science writer, TWS
February 23, 2017

<http://wildlife.org/chapters-and-student-chapter-advisor-honored/>

Past-president of the Texas A&M—Kingsville Student Chapter, Aidan Flores, accepted the Student Chapter of the Year Award from President Gary Potts at The Wildlife Society's 22nd Annual Conference in Winnipeg, 2015. (Photo courtesy TWS)



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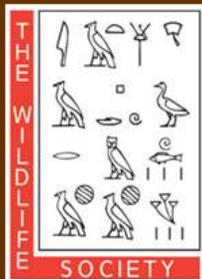
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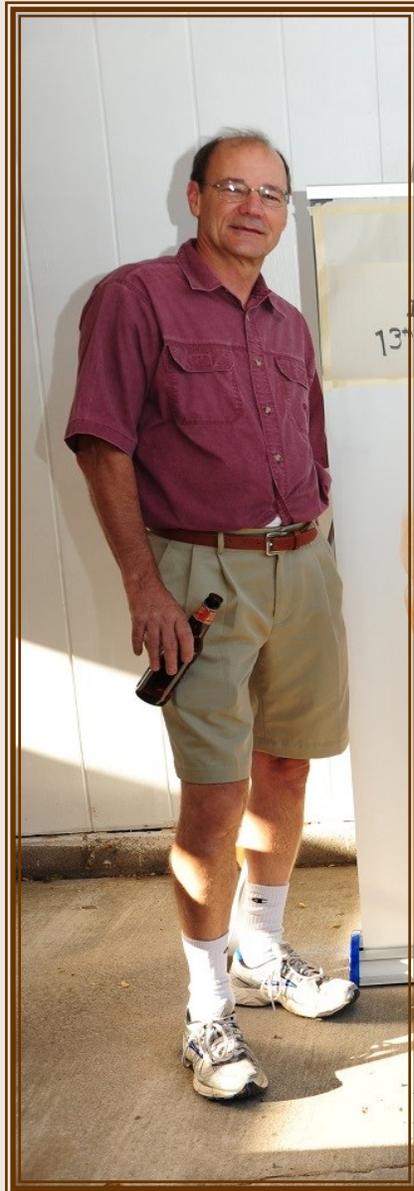
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Awards

Distinguished Service Award: Brian L. Hanson, retired, US FWS Service

The Wildlife Society Distinguished Service Award recognizes TWS members who have made a long-term commitment to the Society based on at least 20 years of membership and their actions to further the mission of the Society. Brian Hanson is someone who is "always there" and can be counted on to serve TWS at many levels.



Brian has been a member of TWS for >40 years, and almost as long for the SW Section and the New Mexico Chapter. He served in every leadership position for the NM Chapter, including as president of the chapter in 2008. In addition, Brian helped host a number of Joint Annual Meetings of TWS, including organizing the meeting, coordinating facilities, managing volunteers and financial arrangements.

Brian is simply there all the time to help. He attends all NM chapter board calls even though he is no longer a member of the board. When the chapter wanted a one-day meeting in 2011, he helped make it happen. Brian stepped into the role as New Mexico's chair of the Conservation Affairs Network. He maintained the chapter's website. He stepped in to help plan the upcoming 2017 TWS annual meeting in Albuquerque. If a field trip is needed, he finds one; if a moderator is needed for a session, there's Brian; if the registration desk is overwhelmed by people wanting their badges, he pitches right in.

More than anything else is Brian's sense of optimism and wonder, always excited about the next talk, the next event, making him a pleasure to work with and an inspiration to those that know him, be it an up-and-coming student or a grizzled veteran. Brian Hanson is everything the Distinguished Service Award represents and more.

—Adapted from the nomination and TWS <http://wildlife.org/distinguished-service-award/>

Brian Hanson, recently retired from FWS, has dedicated many years of service to TWS. He now has some time for relaxation. Photo credit: L. Gonzales



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Introducing the Newest TWS Fellow from the Southwest Section

Last October, The Wildlife Society recognized 11 outstanding members as TWS Fellows for their contributions to the Society and the wildlife profession as a whole. The awards were presented by then-President Gary Potts during the Annual Conference in Raleigh, North Carolina, in October. The SW Section 2016 TWS Fellows below!



Dr. Carol Chambers receives her TWS Fellows award during the 2016 Annual Conference in Raleigh, North Carolina. ©TWS

Dr. Carol Chambers is a Professor of Wildlife Ecology at Northern Arizona University's School of Forestry. She has been at NAU for 20 years and has published more than 80 peer reviewed wildlife related publications, many of which examine the effects of forest management techniques on wildlife populations. A noted expert on bat ecology, Chambers has initiated bat research projects in the Southwestern United States and Latin America. Her most recent work has focused on use of biochemical markers to identify small mammal presence and habitat use.

In more than 20 years of involvement with The Wildlife Society, Chambers has made significant contributions at both the local and national levels. She has served as president of the Arizona Chapter, Southwest Section Representative to TWS Council, and on a number of committees including the organizing committee for the 4th International Wildlife Management Congress. As a key player in revitalizing the Southwest Section, she established the section's first newsletter, as well as the Southwest Section Chapters Hub. As an advocate for diversity in the profession, Chambers is responsible for the initiation of Women of Wildlife Networking Events at the Annual Conference — one of the meeting's most popular events — and helped organize a diversity symposium in Raleigh. At the local level, she has been involved as an organizer, presenter, or advisor at the Joint Annual Meeting of the New Mexico and Arizona Chapters of The Wildlife Society for many years.

—Adapted from an article by TWS
January 6 2017

<http://wildlife.org/introducing-the-newest-tws-fellows/>



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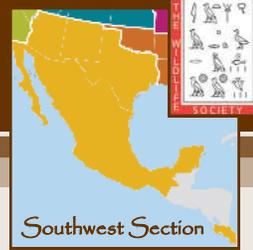
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Awards

TWS member Terry Blankenship receive 2016 Honorary Membership

The Honorary Membership was first awarded to J.N. (Ding) Darling in 1950. It recognizes continuous outstanding service to any area of concern to The Wildlife Society by a TWS member who is a practicing or retired wildlife professional.

Terry Blankenship has served as director at the Welder Wildlife Foundation since 2009 and was a biologist with the organization for two decades before that. In 2000, he earned a doctoral degree in wildlife science at Texas A&M-College Station and Texas A&M-Kingsville. His research focuses on predator-prey relations and bobcat ecology in Texas.

"As director of the Welder Wildlife Foundation, Terry has been instrumental in the education, training and mentoring of countless graduate students," wrote Linda Campbell, a past president of the Texas Chapter, in a recommendation letter. "His example of accomplishment and commitment to the next generation of wildlife professionals is admirable."

Blankenship has been a TWS member for four decades, has served on multiple committees and was president of the Texas Chapter from 2003 to 2004. His father, Lytle Blankenship, a past president of TWS, nurtured his interest in wildlife as a child.

"It seemed apparent that my son was destined to follow in his father's footsteps from the time I saw him sitting on top of a downed elephant on Mkomazi Game Refuge, Tanzania," Lytle Blankenship wrote in his nomination letter.

—Adapted from an article by Julia John
Science writer, TWS
April 3, 2017

<http://wildlife.org/tws-members-receive-2016-honorary-membership-award/>



Terry Blankenship accepts an Honorary Membership Award from former TWS president Gary Potts at the 23rd Annual Conference in Raleigh, N.C., last fall.



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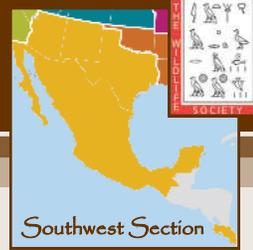
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Awards Nominations Needed!

Call for TWS Award Nominations

Please nominate deserving individuals TWS awards. Deadline is **1 May 2017**. For more information, see <http://wildlife.org/engage/awards/>. Here is a brief description of awards:

Aldo Leopold Memorial Award: This is the highest honor bestowed by TWS for distinguished service to wildlife conservation. The basic selection criterion is the significance of an individual's contribution to the wildlife field.

Caesar Kleberg Award For Excellence in Applied Wildlife Research: The Caesar Kleberg Award recognizes those who have distinguished themselves in applied wildlife research and is focused on those whose body of work, in both inquiry and discovery, has resulted in application of management and conservation "on the ground".

Chapter of the Year Award: Active state chapters are needed to achieve TWS goals, many of which are best addressed at the state, provincial, or local level. The State Chapter of the Year awards pays tribute to these chapters and recognizes exceptional achievement.

Conservation Education Award: Conservation education covers a wide diversity of activity. It encompasses particular works of great merit and also programs representing sustained effort that can achieve great significance over the years. The Conservation Education Award is given in each one of the following categories on a four-year-rotation basis: writing, audio-visual works, media, and programs.

Distinguished Service Awards: The Wildlife Society Distinguished Service Award recognizes TWS members who have made a long-term commitment to the Society based on at least 20 years of membership and their actions to further the mission of the Society. The member is someone who is/was "always there" and could be counted on to serve the chapter, section, or parent organization.

Diversity Award: The Diversity Award recognizes an individual or organization for outstanding efforts in promoting ethnic and gender diversity in the natural resource professions, especially wildlife conservation and education. Recognized activities may focus on encouraging ethnic and gender diversity in the workforce, academic enrollment, or organizational membership.

Donald H. Rusch Memorial Game Bird Research Scholarship: This scholarship was established to honor the memory of Don Rusch and to continue his legacy by contributing to studies of game-bird biology. The award is presented annually to a graduate student studying any aspect of upland game bird or waterfowl biology and management.

Excellence in Wildlife Education Award: This award celebrates exemplary teaching and contributes to the improvement of wildlife education by honoring individual



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Awards Nominations Needed!

Call for TWS Award Nominations (continued)

faculty members. Eligible faculty should be actively engaged in undergraduate and/or graduate wildlife-related education with outstanding performance in at least one of the following categories: teaching, advising, research, academic program development, or educational leadership.

Honorary Membership: Honorary Memberships recognize continuous outstanding service to any area of concern of TWS by a TWS member who is a practicing or retired wildlife professional.

Jay N. "Ding" Darling Award for Wildlife Stewardship Through Art:

This award is intended to be a lasting recognition of the heritage established by Jay N. "Ding" Darling to promote wildlife and habitat conservation through art. His legacy of artwork and associated conservation messages were instrumental in achieving significant wildlife conservation measures.

Among them were the creation

of the Federal Duck Stamp Program, National Wildlife Federation, Cooperative Fish and Wildlife Research Unit Program, the groundwork for today's system of National Wildlife Refuges, and many broadly recognized cartoons advocating land and water conservation.



The first Jay N. "Ding" Darling Award was presented at the TWS Annual Conference in Raleigh, North Carolina.

Jim McDonough Award: This award is presented to a TWS member who is a Certified Wildlife Biologist and a member of the section and chapter where the individual resides. The recipient is recognized for making a significant contribution to the wildlife profession by being an active member/participant of TWS, especially at local levels and through program implementation and development of new techniques or approaches in an area, state, or province. Additionally, the recipient is the kind of person recognized by his/her fellow workers as a solid contributor and a "true professional," but who has gone without major awards, citations, or prominent recognitions.

Special Recognition Service Award: This award honors a person or group who has made an outstanding contribution over the short or long term to one or more of the following areas: the wildlife profession; general areas of wildlife conservation, management, or science; or a specific area of endeavor, species, community, ecosystem, region, etc.

Student Chapter Advisor of the Year: This award recognizes exceptional annual mentorship by a TWS student chapter advisor.

Student Chapter of the Year Award: Active student chapters are needed to achieve TWS goals, many of which are best addressed at the state, provincial, or local level. Chapters also strengthen the Society's membership recruitment and retention efforts by providing opportunities for member involvement in Society activities. The Student Chapter of the Year award pays tribute to and recognizes exceptional achievement.



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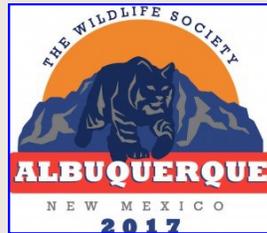
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Southwest Section News



2017 Annual Conference

Plan to attend the annual conference in Albuquerque!



"In terms of opportunities for networking, professional development, and meeting up with old friends, the Annual Conference is by far the most productive few days of the year."

– Jonathan Derbridge, AZ

As many remember, the first Annual Conference was held in Albuquerque in 1994 and ended up wildly exceeding attendance expectations while helping shape what we now recognize as the Annual Conference experience.

We will return to Albuquerque for the 24th Annual Conference **23-27 September 2017**. You'll find more information at <http://wildlife.org/tws-24th-annual-conference/>.

This year's conference theme is centered on the cultural crossroads of the Southwest. Whether you are a student just getting to know the Society, or a weathered wildlife sage with stories from all 23 previous annual events, now is the time to start talking with fellow students, coworkers, supervisors, and spouses about traveling to Albuquerque in September!

If you have any questions about the 2017 Annual Conference, including information on contributions, sponsorship, or exhibition opportunities, please feel free to contact Ginny Seamster (virginia.seamster@state.nm.us). See you in Albuquerque!



Participants network at the 2016 annual conference in Raleigh, NC

Photo courtesy TWS



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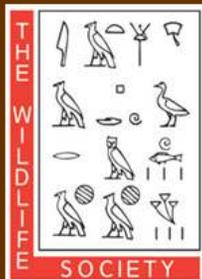
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Student Chapter News

Northern Arizona University

Greetings from the Northern Arizona University (NAU) Student Chapter of The Wildlife Society. With another semester coming to an end, we would like to let everyone know what we have been up to. We kicked off the semester with a Bigfoot Barbeque Fundraiser in downtown Flagstaff. Bigfoot Barbeque gives us 10% of the sales during our fundraiser and we will use this money to help get us to the annual TWS



Members of the NAU Student Chapter attend the JAM in February

meeting in Albuquerque in September. Since the fundraiser, we have invited several speakers to give presentations at our weekly meetings. Our first speaker was Pilar Wolters from the Arizona Game and Fish Department (AZGFD) Research Branch in Flagstaff. Several weeks after we had Michele Losee a raptor ecologist and master falconer give a presentation on falconry. Our latest speaker was Dr. Bret Pasch from NAU; he presented on the grasshopper mouse (*Onychomys* spp.).



Michele Losee talks about raptors at a weekly NAU Student Chapter meeting

We also went to the 50th Joint Annual Meeting (JAM) in February and enjoyed that very much. We also helped with the WOW presentation and discussion. In April, we had our annual community service event in collaboration with Hope Cottage and AZGFD at Francis Short Pond in Flagstaff. At this event, we taught children catch and release fishing.



Catch and release fishing

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Student Chapter News

Northern Arizona University (continued)

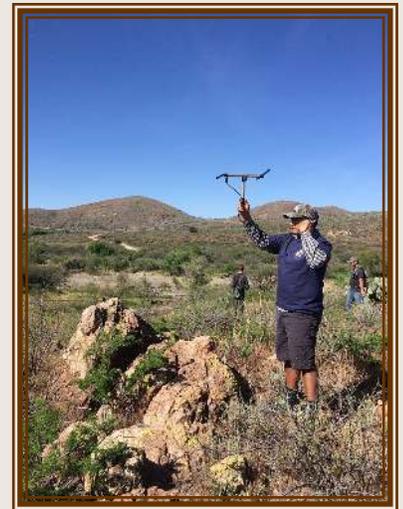
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Catch and release fishing

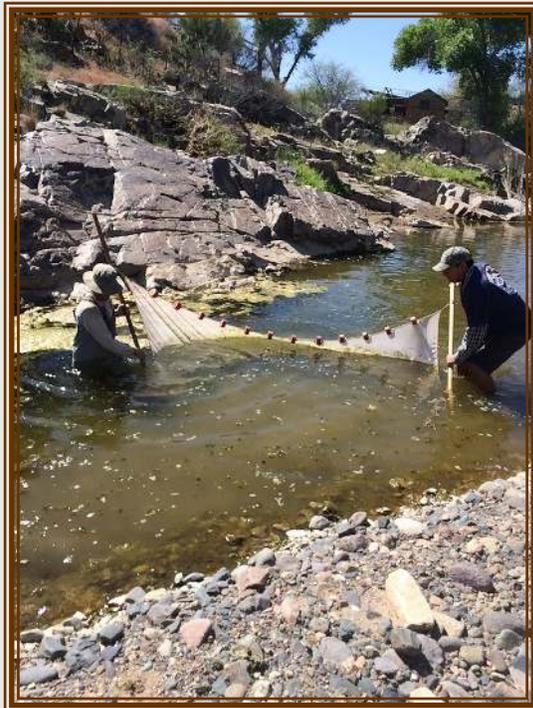
Our most recent highlight was going to Horseshoe Ranch for the Techniques Workshop. At this one-and-a-half-day event, we learned a variety of techniques associated with wildlife. Stations were set up to teach us about telemetry, net gun shooting, trapping, fishing, and tracking wildlife. We feel that these skills will help us build our resumes and increase our professional experience.

Our most recent highlight was going to Horseshoe Ranch for the Techniques Workshop. At this one-and-a-half-day event, we learned a variety of techniques associated with wildlife. Stations were set up to teach us about telemetry, net gun shooting, trapping, fishing, and tracking wildlife.



Arizona Techniques Workshop 2017

Arizona Techniques Workshop 2017



Arizona Techniques Workshop 2017



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— Harlan Tso
President, NAU TWS
ht34@nau.edu

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Texas Leadership Institute

James G. Teer Conservation Leadership Institute, TXTWS Chapter

What was the best professional advice you've ever received? For me, two experiences are indelibly etched into my brain. The first was as a teenager when my father drove me to my first day on my first real job. The second was when I was an intern at the Welder Wildlife Foundation and Refuge. Dad probably thought he was giving me advice just for that job as a busboy in an Italian restaurant, and his comment to me was brief. After all, he wasn't the wordy type. "Don't clock in until you're ready to work, and clock out as soon as you're done." Twenty-five years later, I can still hear his words clearly in my head, but the tone is slightly different. *When you're supposed to be working, work hard. Treat the company right. Expect the same from others.* The other advice came when I was an intern analyzing bobcat scat for a diet study. I had unfettered access to an 8,000 acre private wildlife refuge and the advice from Dr. Jim Teer was "Take advantage of your time here." What I hear now is *Look for the opportunity in the present moment. Always ask 'what can I learn right now, today?'*



Teer Alternative Funding Group (T. Janke, M. P. Meuth, C. Farrel, J. Hall, A. James)

One unique opportunity for professional growth is the James G Teer Conservation Leadership Institute, offered by the Texas Chapter of The Wildlife Society. The Teer Leadership Institute honors the contribution of Dr. Jim Teer who was a founding member of the chapter, an Executive Director of the Welder Wildlife Foundation, and an Aldo Leopold Memorial Award recipient. Although in its early stages, the Teer Leadership Institute's long-term plans are to provide training to conservation professionals at all stages in their career, and its initial programs focus on leadership development for high school students and early career professionals. students and early career professionals.



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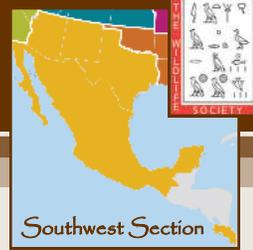


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Texas Leadership Institute

James G. Teer Conservation Leadership Institute (continued)

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The Early Career Professional Training (ECPT) (<http://tctws.org/conservation-institute-menu/jgtcli-early-career-professional-training/>) is a year-long course of study for professionals who are 1 to 10 years into their jobs. The ECPT focuses on 3 main components which include development of personal and interpersonal skills, acquisition of skills necessary to successfully network, interact and work with others, and instruction that will allow participants to gain in-depth knowledge of contemporary conservation issues and conservation concepts to enable manage our natural resources. The primary goal of ECPT is to ensure that this training remains contemporary, effective and pertinent to early career professionals.

Thomas Janke and Selma Glasscock

2016 Teer Conservation Leadership Institute

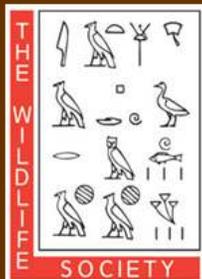
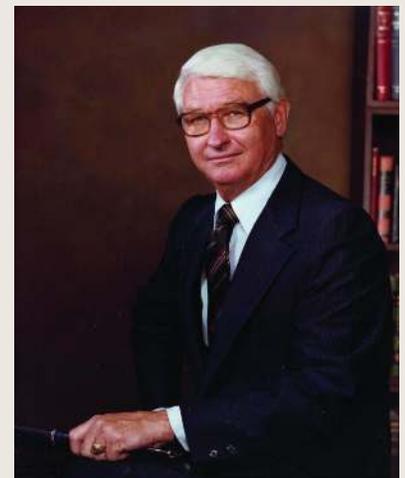


The Teer Leadership Institute has completed 2 year-long trainings and is preparing for a third offering to begin in February 2018. The majority of the work occurs February through December. Participants receive formal training in personal and professional leadership, communication, project management, time management, media relations, systems thinking, policy development, and anticipating and resolving conflict. They also

have the opportunity to work in small teams to tackle an issue of conservation importance for the Texas Chapter and for the natural resource profession. Final products must have real-world significance and direct applicability to current issues. So far, nearly 30 early career professionals have gone through the Early Career Professional Training, and report back that the Institute was time-well-spent.

The Texas Chapter of the Wildlife Society is proud to accept applications beginning in the fall of 2017, and provide training beginning February 2018. For more information on the institute visit the Texas Chapter of The Wildlife Society's website (www.tctws.org) or contact Richard Heilbrun (JimTeerInstitute@tctws.org), Conservation Outreach Program Leader, Texas Parks & Wildlife Department, San Antonio, TX.

James G. Teer, founding member of The Texas Chapter of The Wildlife Society



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Texas Leadership Institute

James G. Teer Conservation Leadership Institute (continued)

Every now and then, I get golden nuggets of advice like those I received from Dad and from Dr. Teer, and I've learned to pick them up and store them away for later. I've heard from previous Teer Institute Fellows that the training they received has already benefitted them in difficult professional encounters and some personal situations. They encouraged the Texas Chapter to continue offering this program. Good advice indeed.

The mission of the James G. Teer Conservation Leadership Institute (www.tctws.org/TeerInstitute) is to ensure a future legacy of well-trained conservation leaders by providing professional training in leadership development and contemporary conservation issues for today's wildlife biologists and conservation professionals. The Institute was named in honor of Dr. James G. Teer (1926-2012), a founding member of The Texas Chapter of The Wildlife Society and its first President (1965). Dr. Teer served as President of The Wildlife Society in 1989, and in 1994 he received its highest award, the Aldo Leopold Memorial Award.

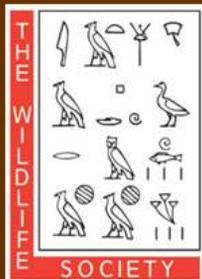
—Richard Heilbrun
Conservation Outreach Program Leader
Texas Chapter of The Wildlife Society
Richard.Heilbrun@tpwd.texas.gov



2014 Teer Cohort



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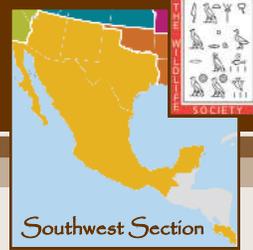


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Share with Wildlife Program

Updates: Apply for Share with Wildlife Funds by June 2nd

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The Share with Wildlife Program at New Mexico Department of Game and Fish released its call for project information for proposals for new, FY18 projects on April 3rd, 2017. Each year, the program funds new projects pertaining to wildlife research, education, rehabilitation, and habitat enhancement. The call for project information for FY18 is posted on the Department's Share with Wildlife website (<http://www.wildlife.state.nm.us/conservation/share-with-wildlife/>). The call outlines Department priorities for topics for new projects as well as the format for proposals and the evaluation criteria considered by the proposal review committee.

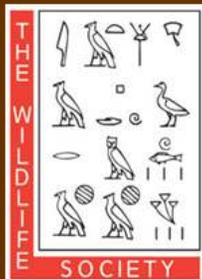


Proposals are due 2 June 2017.

Information on projects previously funded through the Share with Wildlife Program is available on the program's website (see URL above). This information includes titles of projects funded for 2017 and reports for projects funded in 2016 and 2015. In 2017, ten projects were selected for funding out of 35 proposals received and reviewed. These funded projects include two focused on herpetofauna, three on birds, one on fish, two on wildlife rehabilitation and education, and two on education. Any questions on applying for funds for FY18 or about the program should be directed to the Share with Wildlife program coordinator, Ginny Seamster (virginia.seamster@state.nm.us).

Thanks to Mark Watson with New Mexico Department of Game and Fish for the hummingbird photo!

—Ginny Seamster
 New Mexico Department of Game & Fish
 President Elect SW Section
Virginia.Seamster@state.nm.us



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WOW at the JAM 2017

Women of Wildlife: Microaggressions

In February at the Joint Annual Meeting (JAM) of the Arizona and New Mexico Chapters of The Wildlife Society and the AZ/NM Chapter of the American Fisheries Society, we held a discussion about promoting equality in the workplace.

Students with the Northern Arizona University (NAU) Student Chapter of TWS prepared signs that reflected microaggressions they or their friends had experienced. University of Arizona student Amanda Veals helped with the program.



Attendance at the JAM WOW Session on micro-aggressions

Photo credit Sharon Lashway

A microaggression is “the everyday encounters of subtle discrimination that people of various marginalized groups experience throughout their lives” (Kevin Nadal, Associate Professor of Psychology, John Jay College, CUNY). Here are some examples. A young woman, while working for an agency and driving a fleet vehicle was asked “Is that your daddy’s truck?” Another woman was told “I didn’t think YOU would like hunting!” And another heard “You didn’t play with dolls growing up did you?” A Native American student was frequently asked “Where are you from? No, really, where are you from?” and another “So you aren’t Asian?”

While some of these experiences may seem brief and harmless, microaggressions have a significant impact on people’s lives. The more that people experience microaggressions, the more likely they are to report symptoms of depression, psychological distress, and even physical health issues (Kevin Nadal, CUNY).

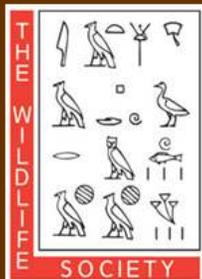
Wildlife conservation and management is practiced globally and thus there is tremendous ethnic, cultural, and gender diversity in our profession. We should encourage greater participation of underrepresented groups in wildlife management.

During the discussion, audience members recounted their experiences and how to avoid them in future. Recommendations included to learn to recognize microaggressions, identify the message microaggressions are sending, and keep in mind that EVERY statement is context specific and situational. Sometimes intent is harmless and uninformed.

Examples of Racial Microaggressions at https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis?utm_term=.htGoA5XX8#.rnd13RyyE

—Carol Chambers

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How to get the best

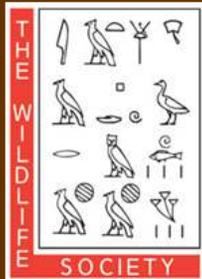
Getting more qualified people to apply for jobs (continued)

challenge for managers who require workers think critically and base decisions on scientific evidence and experience. Perhaps, with this knowledge, managers could write ads with a balance of both types of words or avoid all words with subtle cultural bias.

While we wait for cultural-shifts to occur, we can be strategic in recruiting. Because some qualified individuals tend to not apply for a position if they feel they don't meet all requirements, the number of applications from a diverse population could be increased by reducing the number of Required Qualifications and increasing the number of Desirable Qualifications. A second way to be strategic, is to determine if your job ad is subtly gender-coded. A free online app was developed by Kat Matfield using a list of gender-coded words from a research paper on the topic (Gaucher et al. 2011. J. Personality and Social Psychology). The web app is a quick way to enter text and check whether an ad includes language which may discourage a diverse pool of applicants. It's called the Gender Decoder for Job Ads (<http://gender-decoder.katmatfield.com/>).

Information from this article comes from S. Krawcheck (2017) Own it: The power of women at work, Crown Publishing Group, Blog by R. Cassandra (2016) and from a 2016 workshop presented by Dr. Marlene Tromp, Dean of Arizona State University New College of Interdisciplinary Arts and Sciences. Dr. Kelly Steele, Arizona State University, President of the Faculty Women's Association provided helpful comments.

—Heather Bateman
Associate Professor
Arizona State University
Heather.L.Bateman@asu.edu



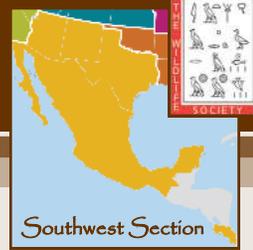
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<http://unmanned-aerial.com/wp-content/uploads/2016/01/ThinkstockPhotos-467854343.jpg>



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Blue Ribbon Panel

Landmark Wildlife Legislation Expected in Congress

Last year you might have heard about a Blue Ribbon Panel assembled by national leaders in conservation. That Panel concluded in 2016 and recommended that Congress allocate \$1.3 billion annually to diversify our nation's fish and wildlife resources. In July 2016, Congressman Don Young of Alaska introduced a resolution that proposed just that. HR 5650, entitled "Recovering America's Wildlife Act of 2016" says that diverse fish and wildlife populations are vital to our nation's infrastructure and economy. The bill says that it is in the interest of our country "to retain for present and future generations... a wide variety of fish and wildlife, to recover species of fish and wildlife...and to prevent fish and wildlife species from declining to the point of requiring Federal protection."

RAWA was introduced as a "marker bill" designed to start conversations, begin planning, assemble partners in Congress and in the nation, and create a placeholder for similar legislation to be introduced in this year's Congress. Congressman Young has committed to re-introducing that legislation this year and a member of the U.S. Senate will do the same. With this reintroduction, expected in the spring and summer, respectively, it's off to the races. The legislature will have about 15 months to consider and vote on the bill.

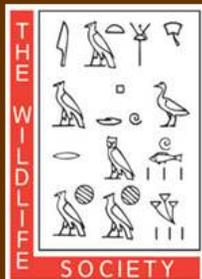
What does it say? There is a current fee that is paid by energy corporations that explore or produce energy on federally owned land. That fund currently generates about \$12 billion annually, which goes into the general treasury. The Recovering America's Wildlife Act would dedicate \$1.3 billion from that revenue source towards sustaining our most imperiled species. The money would be required to be spent on Species of Greatest Conservation Need and mandates that state fish and wildlife agencies are the appropriate stewards of those funds. These agencies would work with the conservation community in their states to implement their Wildlife Action Plan. Federal funds are provided with a 3:1 match, so for every \$1,000,000 the states generate, feds will kick in \$3,000,000. That's a pretty sweet deal.



But what can it be used for? These funds can only be used to implement the Wildlife Action Plans. These state-specific plans provide roadmaps to recover more than 12,000 imperiled species nationwide. It includes both imperiled species and sensitive habitats, and lists the major threats to each of these. These funds, if passed, could also be used for education, outreach, technical guidance, land management, land acquisition, research, and wildlife-based recreation, as long as these

activities benefit Species of Greatest Conservation Need. There are also provisions for selected law enforcement activities targeted at SGCN threats.

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Blue Ribbon Panel

Landmark Wildlife Legislation Expected in Congress (continued)

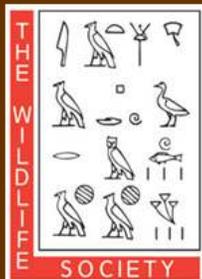
Simply put, this bill is a game changer. It's a game changer for wildlife, and it's a game changer for the thousands of businesses and organizations in the U.S. that care about our natural resources. It's a game changer for the public that cares about clean air, clean water, and a healthy economy. It's a game changer for the birders that are concerned with ever declining bird populations. It's a game changer for the consumer, who's concerned about pollinators and the stability of our food supply.

Over the next 2 years, the conservation community will participate in an all-out blitz to find solutions that that will enable us to address populations of greatest concern and to prevent the need to add additional species to that list. I hope you and your organization are part of those conversations.

—Richard Heilbrun
Texas Chapter of The Wildlife Society
Richard.Heilbrun@tpwd.texas.gov



Several states have identified the short-eared owl as a Species of Greatest Conservation Need that would be helped by the Recovering America's Wildlife Act. Photo: Duke Coonrad/Audubon Photography Awards



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Social Media ~ Join Us!

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Social Media. The Wildlife Society Southwest Section Chapters Hub has jumped in 'likes' from 623 to 711 since fall. Check us out at <https://www.facebook.com/pages/The-Wildlife-Society-Southwest-Section-Chapters-Hub/205755042835210>.

Find the latest news from the TWS office at the **TWS** Facebook page with almost 60,000 likes (<https://www.facebook.com/thewildlifesociety/?fref=ts>).

Much of the content being added to **TWS Women of Wildlife (WOW)** Facebook page (<https://www.facebook.com/pages/TWS-Women-of-Wildlife/234411723382592>) is now being provided by Deniz Martinez who volunteered her time to help us. Deniz studied Fish & Wildlife Management and Environmental Science at American Public University. Check out the great job she is doing providing information. One recent post featured Rachel Carson (<http://www.legacy.com/news/explore-history/article/remembering-rachel-carson-video>).

Can you name 5 women scientists? Another post features a story about women artists and scientists For Women's History Month. You can read more about women artists and women scientists at https://nmwa.org/blog/2017/04/07/down-to-a-science-5womenartists-spark-5womenscientists/?utm_source=Facebook&utm_medium=Social&utm_campaign=Blog. A sample from <https://storify.com/womeninthearts/5womenartists-meet-5womenscientists> is below.

Sci Museum Learning @SM_Learn 8 days ago
Dorothy Hodgkin made many important discoveries in Chemistry, such as the structure of penicillin #5womenscientists #WomensHistoryMonth

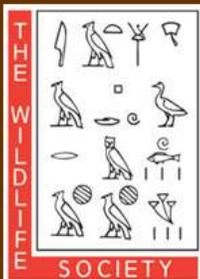
The Franklin Institute 9 days ago
Can you name #5WomenScientists? Throughout the month of March, Women's History Month, The Franklin Institute will be highlighting the achievements of women

Sci Museum Learning @SM_Learn 10 days ago
Engineer Hertha Ayrton worked on electric currents. Experiment with #electricity in this resource! #5womenscientists bit.ly/2hYL4DO

Biodiversity Heritage Library 10 days ago
#SciArtFix Synaptid Sea Cucumber (*Leptosynapta tenuis*). #SciArt by Alexander Agassiz for Elizabeth Cabot Agassiz, Seaside Studies in Natural History: Marine Animals of

The Field Museum 12 days ago
Meet Akiko Shinya, Fossil Preparator. Akiko has done fieldwork in Patagonia, repaired and conserved fossils, and discovered her own dinosaur, *Gualicho shinyae*. Learn more

Biodiversity Heritage Library 16 days ago
It's #FragranceDay, so take a moment to imagine the sweet smell of these #Peonies (Genus *Paeonia*). #SciArt by Jane Webb Loudon for her book, *The Ladies' Flower-*



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New Book

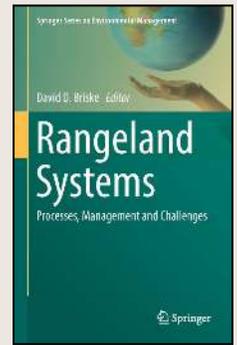
Rangeland Systems: Processes, Management, and Challenges

I wanted to make you aware of a recent, open-access book publication, *Rangeland Systems: Processes, Management, and Challenges*, edited by David Briske. As noted, the book is open access publication and thus is free to download from the publisher's link (<http://link.springer.com/book/10.1007/978-3-319-46709-2>). Following is book information paraphrased from the publisher's website.

The book provides a synthesis of the current status of rangelands and the major challenges that presently confront them. It is organized around three major themes:

1. conceptual advances that have occurred in rangeland ecology;
2. the implications of these conceptual advances to management and policy; and
3. an assessment of several major challenges presently confronting rangelands in the world.

The book is designed to complement applied rangeland management textbooks by describing the conceptual foundation on which the rangeland profession is based.

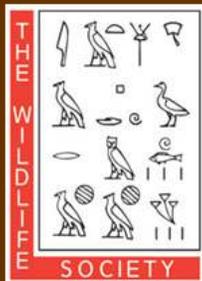


Enjoy reading!

—Fidel Hernández
Southwest Section Representative to TWS
Fidel.Hernandez@TAMUK.EDU



Sustainable rangeland management
Photo courtesy Texas A&M AgriLife Research & Extension Center



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Southwest Section News



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- National News
- State News**
- International News
- Tribal News
- Student Chapters
- Council News

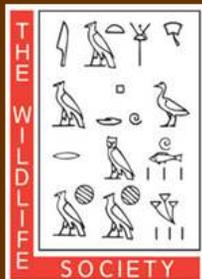
The Arizona Desert



*Desert bloom of brittle bush- Superstition Wilderness
Photo credit: Jon Hanna*



*Sonoran Desert - Superstition Wilderness
Photo credit: Jon Hanna*



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Southwest Section Representative to TWS Council: Fidel Hernandez fidel.hernandez@tamuk.edu 361-593-3926

Committees

Archives: **Selma Glasscock** sglasscock@welderwildlife.org 361-364-2643

Audit: **Terry Blankenship** tblankenship@welderwildlife.org 361-364-2643

Conservation Review: **James Ramakka** jramakka@aol.com 505-334-6140

Diversity: **Joe Beach** joe.beach@tpwd.state.tx.us 512-538-4059

Electronic Communications: **Vacant**

Finance Committee: **Vacant**

Geospatial Advisory Committee: **Leland Pierce** leland.pierce@state.nm.us 505-476-8094 & **Ginny Seamster** virginia.seamster@state.nm.us

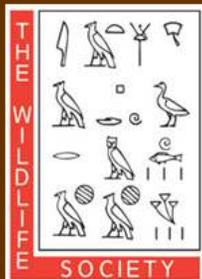
Membership Committee: **Vacant**

Newsletter: **Misty Sumner** mmiisstty@aol.com 432-283-2934 & **Carol Chambers** carol.chambers@nau.edu 928-523-0014

Women of Wildlife Committee: **Carol Chambers** carol.chambers@nau.edu 928-523-0014



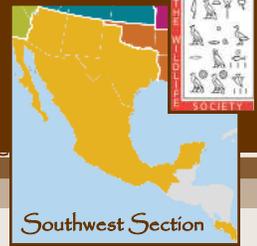
River otter, Photo courtesy Texas Parks & Wildlife Department



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Join!



Membership Application

Membership Fee \$5.00

First Name	Middle Name	Last Name	Suffix

Mailing Address

City	State	Zip Code	Country

E-mail address	Phone

Member Type (Please circle one): Student Regular Retired

Please include this form with your payment and mail to: Ryan O'Shaughnessy, Treasurer, Southwest Section of TWS, Assistant Professor, PO Box C-16, Alpine TX 78932.

Membership benefits for the Southwest Section TWS

- SWS TWS Newsletter
- Scholarship opportunities
- Section-level meetings and conferences
- Strengthen your connections to national TWS
- Peer connections through Listserv and [Facebook](https://www.facebook.com/swsectiontws)
- Website information at <http://swsectiontws.org>



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