



R. Chock

2020 ANNUAL REPORT THE WILDLIFE SOCIETY – WESTERN SECTION



C. Feldheim

Western Section

Events, Outreach, & Accomplishments



The Wildlife Society (TWS), founded in 1937, is an international non-profit scientific and educational association dedicated to excellence in wildlife stewardship through science and education. The Western Section serves eight regional chapters in California, Nevada, Hawai'i, and Guam: California North Coast, Sacramento-Shasta, San Francisco Bay Area, San Joaquin Valley, Southern California, California Central Coast, Nevada, and Hawaii.

Table of Contents

OVERVIEW	2
Mission	2
Area of Organization.....	2
Section History.....	2
2020 EXECUTIVE BOARD MEMBERS	3
Officers.....	3
Committee Chairs.....	3
Contract Staff.....	3
Chapter Representatives.....	4
Student Chapter Representatives.....	4
THE WILDLIFE SOCIETY – WESTERN SECTION PAST PRESIDENTS	5
2020 RECAP: A MESSAGE FROM THE PRESIDENT	6
FINANCIAL SUMMARY	7
Treasury.....	7
2020 Operational Expenses.....	7
2020 Income.....	7
MEMBERSHIP	8
Members in Good Standing	8
Chapter Dues.....	8
2020 ANNUAL AWARD RECIPIENTS	8
Raymond F. Dasmann Award.....	8
Conservationist of the Year	8
James D. Yoakum Award.....	8
TWS Distinguished Service Award.....	8
TWS Fellows Award Recipient.....	8
Western Section Chapter of the Year.....	9
Barrett A. Garrison “Outstanding Mentor Award”	9
Student Presentation Winners – Oral Presentations.....	9
Student Presentation Winners – Poster Presentations	9
COMMITTEE ACCOMPLISHMENTS	10
Conservation Affairs	10
Professional Development.....	10
Diversity.....	11
Student Affairs.....	11
Communication and Outreach.....	12
Western Wildlife Journal	12
AD HOC COMMITTEE ACCOMPLISHMENTS	13
Early Professional Career Definition Criteria Update	13
In Memoriam Ad Hoc Committee.....	14
Scientific Integrity / Professional Ethics Ad Hoc Committee.....	14

EVENTS 15
2021 Annual Meeting Arrangements..... 15
Workshops..... 15
Podcasts..... 16
2020 Annual Meeting Summary..... 17

ACCOMPLISHMENTS 18
Member Support 18

CONTACT INFORMATION..... 19

OVERVIEW

Mission

The Wildlife Society (TWS) is committed to a world where humans and wildlife co-exist. We work to ensure that wildlife and habitats are conserved through management actions that take into careful consideration relevant scientific information. We create opportunities for this to occur by involving professional wildlife managers, disseminating wildlife science, advocating for effective wildlife policy and law, and building the active support of an informed citizenry.

Our mission is to represent and serve the professional community of scientists, managers, educators, technicians, planners, and others who work actively to study, manage, and conserve wildlife and habitats worldwide.

The members of The Wildlife Society manage, conserve, and study wildlife populations and habitats. They actively manage forests, conserve wetlands, restore endangered species, conserve wildlife on private and public lands, resolve wildlife damage and disease problems, and enhance biological diversity. TWS members are active across the United States, Canada, and Mexico.

The products of The Wildlife Society include essential, practical, and objective information for wildlife professionals. We provide research, policy information, and practical tools in print and electronic forms, along with vibrant professional networks that allow solutions to wildlife conservation and management challenges to be anchored in science.

Area of Organization

The Western Section serves 8 regional chapters California, Nevada, Hawai’i, and Guam (California North Coast, Sacramento-Shasta, San Francisco Bay Area, San Joaquin Valley, Southern California, California Central Coast, Nevada, and Hawaii), and includes student chapters at Humboldt State, U.C. Davis, Cal Poly San Luis Obispo, U.C. Santa Barbara, San Francisco State, and the University of Nevada, Reno.

Section History

The Wildlife Society, founded in 1937, is an international nonprofit scientific and educational association dedicated to excellence in wildlife stewardship through science and education. The Western Section formed in December 1953 at U.C. Berkeley as the California Section with A. Starker Leopold as the first President. The first annual meeting was held in February 1954 at U.C. Davis. The Section changed its name to the California-Nevada Section in 1964 and finally to the Western Section in 1970.

2020 EXECUTIVE BOARD MEMBERS

Officers

President: Kelly Holland • *GEI Consultants*

Past-President: Matthew Bettelheim • *AECOM*

President-Elect: Dan Airola • *Conservation Research and Planning*

Section Representative to TWS: Kelley Stewart • *University of Nevada, Reno*

Secretary: Bridget Sousa • *Swaim Biological, Inc.*

Treasurer: John McNerney • *City of Davis*



Committee Chairs

Awards and Grants: Richard Burg • *CA Dept. Fish & Wildlife*

Communication Content Editor: Susanne Marczak • *San Diego Zoo Global*

Conservation Affairs: Kelly Holland • *GEI Consultants*

Diversity Committee: Bayan Ahmed • *Dept. of Water Resources*

Historian/Membership Services: Don Yasuda • *USDA Forest Service*

Professional Development: Janine Payne

Retirees: Mike Chapel

Student Affairs: Katie Smith • *WRA, Inc./UC Davis*

Western Wildlife Chair: Howard Clark • *Colibri Ecological Consulting*



Contract Staff

Program Director: Cynthia Perrine

Bookkeeper: Mike Chapel

Project Manager / Meeting Planner:
Candace Renger

Webmaster: Eric Renger

Workshop Manager: Ivan Parr

Chapter Representatives

California Central Coast Chapter Representative:

Andrew Domingos
Caltrans

Hawai'i Chapter Representative: Angela Amlin

NOAA Fisheries

Nevada Chapter Representative: Mitchell Gritts

Nevada Dept. of Wildlife

California North Coast Chapter Representative:

Elizabeth (Lizzi) Meisman
GHD Inc.

Sacramento-Shasta Chapter Representative:

Shaughn Galloway
US Fish and Wildlife Service

San Francisco Bay Area Chapter Representative:

Kathleen Grady
Swaim Biological, Inc.

San Joaquin Valley Chapter Representative:

Randi McCormick
McCormick Biological

Southern California Chapter Representative:

Jeff Lincer
Retired



Student Chapter Representatives

Humboldt State Chapter Representative:

Ellie Grugel

UC Davis Chapter Representative:

Bruce Markman

Cal Poly San Luis Obispo Chapter Representative: Katie Rock

UC Santa Barbara Chapter Representative:

Alhees Basharmal

San Francisco State Chapter Representative:

Noelle Kasilly

University of Nevada, Reno, Chapter Representative: Brianna Jones



THE WILDLIFE SOCIETY – WESTERN SECTION PAST PRESIDENTS

A. Starker Leopold 1954-1955
Walter Howard 1955-1956
Frank Kozlik 1956-1957
Ray Dasmann 1957-1958
Chuck Fisher 1958-1959
Hank Hjersman 1959-1960
Harold Bissell 1960-1961
William Graf 1961-1962
J. Harold Severaid 1962-1963
Don Kelley 1963-1964
Howard Leach 1964-1965
Joe Hendricks 1965-1966
Phil Arend 1966-1967
Bruce Browning 1967-1968
Stan Harris 1968-1969
John Cowan 1969-1970
Jim Yoakum 1970-1971
Mert Rosen 1971-1972
Marshall White 1972-1973
Richard Laursen 1973-1974
Dick Teague 1974-1975
Dick Hubbard 1975-1976
Doug Donaldson 1976-1977
Lew Nelson 1977-1978
Brian Hunter 1978-1979
Hal Salwasser 1979-1980
George Tsukamoto 1980-1981
Dean Swickard 1981-1982
Kent Smith 1982-1983
Robert Fields 1983-1984
Judy Tartaglia 1984-1985
Donald Armentrout 1985-1986
James Brownell 1986-1987
Steve Holl 1987-1988
John Kie 1988-1989
Robert Schmidt 1989-1990
Scott E. Frazer 1990-1991
Ann H. Huffman 1991-1992
Richard Williams 1992-1993
Richard Anderson 1993-1994
Marti Kie 1994-1995
Mike Chapel 1995-1996
Dale McCullough 1996-1997
Reginald H. Barrett 1997-1998
Dean Carrier 1998-1999
Linda Spiegel 1999-2000
Michael Morrison 2000-2001
Barry Garrison 2001-2002

Catherine Hibbard 2002-2003
Lowell Diller 2003-2004
John Harris 2004-2005
Cynthia Graves Perrine 2005-2006
Kevin W. Hunting 2006-2007
Julie Vance 2007-2008
Rhys Evans 2008-2009
Scott D. Osborn 2009-2010
Armand G. Gonzales 2010-2011
John McNerney 2011-2012
Linda Leeman 2012-2013
Douglas Bell 2013-2014
Natasha Dvorak 2014-2015
Don Yasuda 2015-2016
Rachel Sprague 2016-2017
Rocky Gutierrez 2017-2018
Jeffrey Davis 2018-2019
Matthew Bettelheim 2019-2020
Kelly Holland 2020-2021



2020 RECAP: A MESSAGE FROM THE PRESIDENT



The Year 2020 is one for the books. Coming off our Annual Meeting in Redding in February, who could have predicted how vastly our lives would be changed? We collectively navigated one of the most tumultuous years – at least in my memory – that included a pandemic, wildfires, protests, social unrest, and intense political discourse. We all have jobs to do, and, for many of us, we were asked to do our jobs in ways or under conditions that were not required of us before.

As we reflect on 2020, consider this: How did we respond to these massive changes and challenges? As I encouraged you back in March, hopefully each of you found a way to keep your face to the sunshine and dig deep to uncover the strength and ingenuity in your own training as wildlife professionals to persevere, stay sane, remain positive, and be successful.

As a Section, we adapted. Initially, we focused on restructuring our membership fees to address the financial strain that some of our members were experiencing. We rolled out a Workshop Expansion Program that not only added many new dimensions to our educational outreach and continuing education, but pivoted us quickly to an online platform. We knew that our work as wildlife biologists and scientists could not stop, and the Board kept working for you.

In June, in response to the #BLM protests, the Board came together in our collective voice to affirm that diversity is a priority for the Western Section (see: <https://twswest.org/western-section-twswest-stands-with-black-lives-matter/>). We stand up for inclusivity, we embrace diversity, we aim to recognize each of you and your voice, and we strive to promote an organization that values integrity, supporting and listening to its members of every background.

Some of the actions that we have taken this year to walk our talk are: to advance to membership at this annual meeting the recommendation to make the Diversity Committee a standing committee and the Chair a voting member of Board; to create a Diversity Award for the Section; to enroll Board members in a Diversity, Equity, and Inclusion training; and to remind TWS to ensure that the location and timing of annual conferences remains inclusive of all members. We have also assembled a long list of recommendations from you – the wildlifers who took the time to write to us and provide your recommendations for how we can do better. Section Committees are actively integrating these recommendations into their structures and focuses, and the Section will be incorporating many of these into the Strategic Plan and our Operations Manual. The Section commits to continuing to examine how we embody lasting and meaningful change, where needed.

It has been my pleasure and honor to serve as your President. It has been quite a journey, and I am grateful for the Board's support during this year, which, despite the ups and downs and twists and turns, has gifted me with lots of silver linings of outdoor adventure and plenty of family time. Wishing each of you a slightly more tame and sensible year of 2021, and I look forward to seeing you at the Annual Meeting in February, where we can be there from anywhere!

Sincerely, Kelly Holland



FINANCIAL SUMMARY

Treasury

Checking: \$80,689

Savings: \$60,971

Investments: \$290,306

Total Assets (as of December 2020): \$431,966



2020 Operational Expenses

General Admin & Communications: \$15,222

Board and Committee Activities and Strategic Plan Implementation: \$8,767

Contract Staffing: \$58,068

Donations, Awards, and Grants: \$5,659

Other: \$5,000

Total Operational Expenses (as of Dec. 2020): \$92,716

2020 Income

Annual Meeting Revenue: \$68,100

Membership Revenue: \$23,196

Workshop Revenue: \$1,600

Other: \$11,106

Total Income (as of December 2020): \$104,002



MEMBERSHIP

Members in Good Standing

Regular: 547

Life-Full: 37

Honorary: 1

Student: 166

Life-Partial: 5

Supporting: 5

New Professional: 92

Contributing: 2

Retired: 47

TOTAL: 902



Chapter Dues

\$30 1-year standard / **\$60** 1-year supporting / **\$90** 1-year contributing

\$15 1-year early career professional / **\$15** 1-year student / **\$15** 1-year retired professional

\$8 1-year supporting membership

\$675 Lifetime member

2020 ANNUAL AWARD RECIPIENTS

Raymond F. Dasmann Award

Dr. Deana Clifford

Dr. Clifford has been a wildlife veterinarian with the California Department of Fish and Wildlife (Department) since 2009 and Senior Wildlife Veterinarian since 2015. She has received local and international recognition in the field of wildlife veterinary advancement and innovation for her role in the novel care and treatment of burned wildlife, working on emerging wildlife disease and toxicant issues such as Snake Fungal Disease, White Nose Syndrome in bats, canine distemper virus, mange, anticoagulant rodenticide exposure, and ecological impacts of trespass cannabis cultivation. Both at the Department and at UC Davis, Dr. Clifford provides advice and support to graduate students and new professionals through formal participation as a graduate advisor, an assistant professor as a veterinary residency coordinator and through informal coaching and personal encouragement.

Conservationist of the Year

Save the Redwoods League

Since their founding in 1918, Save the Redwoods League, a nonprofit organization, has been singularly focused on protecting redwoods. The League has protected more than [200,000 acres](#) of redwood forests and helped create [66 redwood parks and reserves](#) by purchasing redwood forests and the surrounding land needed to nurture them. They have restored redwood forests by innovating science and technology that can improve stewardship and accelerate forest regeneration. And most important, they have touched the lives of hundreds of millions of people by connecting them to nature. The League's work is grounded in the principles of conservation biology, research and improving our collective understanding and appreciation of the redwoods.

James D. Yoakum Award

John McNerney

John has demonstrated his commitment to TWS-WS since early in his career. He has been a long-standing member of TWS-WS and has held numerous positions on the Board including President-Elect 2010, President 2011, Past President 2012, and Treasurer since 2013. John has served on numerous committees over the years and volunteered at many TWS-WS conferences early in his professional career. Has remained a long-term advocate for the Western Section and a significant influence in Executive Board development, communication and effectiveness and took on the task of finishing getting the Transactions scanned and put online. John has been a great resource not only for the UC Davis Student Chapter but also the Sacramento Shasta Chapter. He is more than willing to participate in the Student Professional Mixer, student activities, but also in responding to questions from Sacramento-Shasta Chapter members regarding procedures of TWS and Western Section let it be over phone, email or cold beverage.

TWS Distinguished Service Award

Dr. Reginald H. Barrett

TWS Fellows Award Recipient

Dr. Kelley M. Stewart



Western Section Chapter of the Year

Sacramento-Shasta Chapter

Among the many accomplishments in 2019, the Sacramento-Shasta Chapter held Wildlife Disease and Toxicology Workshop attended by 30 local wildlife students and professionals raising substantial funds for the Student Chapter. They also held numerous field and science events including: On the Evolution and Conservation of Premature Migration in Pacific Salmon; Selected Aspects on Pond Turtle Nesting Ecology; and Status, Challenges, and Solutions to Reintroducing Central Valley Salmonids. Additional accomplishments include Updating the Chapter bylaws with the Executive Board spending substantial time and effort to ensure that the bylaws reflect the current environments, create a done request form, and reassessing the scholarship process. They released a thrice yearly newsletter and provided numerous donations to organizations including the City Nature Challenge for Sacramento, Creek Week, March for Science, Nature Bowl, education outreach event with Save Our Sandhill Cranes to be conducted in 2020, and finally five travel scholarships.

Barrett A. Garrison “Outstanding Mentor Award”

Jeffery Wilcox

Jeffery T. Wilcox is a California ecologist who has conducted field work in central California for nearly 30 years. Mr. Wilcox has worked with wildlife species from Mexico (California red-legged frogs) and southern California (spotted skunk and feral pigs) to northern California (California grasslands and declining amphibians). Among fellow ecologists and biologists, Mr. Wilcox has a reputation for being easy to work with, biologically minded, fair and respectful, and above all, interested in the pursuit of knowledge. His style is one that includes his interest in gaining, but also in disseminating knowledge. Among the numerous letters received for his nomination packet were the following comments: He has that uncommon combination of characteristics that, when combined, add up to a very special person; He epitomizes the mentor role. Using his own experiences, he guides others; He sums up the definition of a mentor, and he is one of the best mentors I have ever met; He continuously offers his resources and is unselfish with his wealth and breadth of ecological knowledge; He has the ability communicate his expertise in a particularly friendly and welcoming manner.

Student Presentation Winners – Oral Presentations

1st Place: Sophie Preckler-Quisquater, *Does natural selection affect gene flow between nonnative and native red fox populations?* University of California, Davis.

2nd Place: Anna Jordan, *The Color of Conservation: Analyzing Color Polymorphism in the Giant Gartersnake*, U.S. Geological Survey and University of California, Davis.

3rd Place: Ryan Baumbusch, *Body Condition of Barred Owls (*Strix varia*) in the Pacific Northwest*, Oregon Cooperative Fish and Wildlife Research Unit, Department of Fisheries and Wildlife, Oregon State University. AND **Anna Cassidy**, *Wastewater Treatment Plants and Endangered & Threatened Wildlife Species Overlap in California Watersheds*, UC Riverside and Dudek.

Student Presentation Winners – Poster Presentations

1st Place: Taylor Davis, *Optimizing Tissue Sampling and Extraction Protocols for Next-generation Genomic Sequencing*, University of California, Davis.

2nd Place: Rachel Morrow, *Use of DNA Sequencing to Identify the Origin of Northwestern and Southwestern Pond Turtles in Captive Breeding Programs*, C.S.U. Fresno.

3rd Place: Amanda Coen, *Going beyond Broodstock Based Conservation: Genetic Diversity in White Sturgeon (*Acipenser transmontanus*) Repatriated Larvae in the Snake River, Idaho*, University of California, Davis, Genomic Variation Lab.

COMMITTEE ACCOMPLISHMENTS

Conservation Affairs



Throughout 2020, the Conservation Affairs Committee (CAC) met monthly, with nearly full participation from the geographic chapters in the Section. And this year, despite the shutdowns in response to the pandemic, CAC has been very busy tracking and responding to a number of policy proposals flowing out of Washington D.C. The Committee (and several Section Chapters) submitted comment letters on the proposed changes to the definition of habitat in the Endangered Species Act, and on the Notice of Preparation and the Draft Environmental Impact Statement pertaining to changes to the interpretation of “take” within the Migratory Bird Treaty Act. CAC reviewed the proposed changes to ESA Critical Habitat and determined that a comment letter was not necessary. Finally, the Western Section CAC assembled a

list of Policy Priorities and provided these to National to guide the Society over the next 2 years. Our CAC identified the following as critical policy priorities for both National and our Section to work on:

- Correct reversals to policies, codify protections, and restore science-based decision-making.
- Provide adequate funding and stabilize funding for agency programs.
- Increase TWS involvement in proposing and vetting political appointees for USDA and DOI.
- Restore environmental review and oversight processes, and return local control to regions of federal agencies and land/habitat protection.

In 2021, CAC will be focusing on these policy priorities, and hopefully (as the pandemic ceases) will give our attention back to reaching out and engaging with our elected officials at Section and Chapter levels. We hope that you will join us in these efforts! Find out more by emailing conservation@tws-west.org.

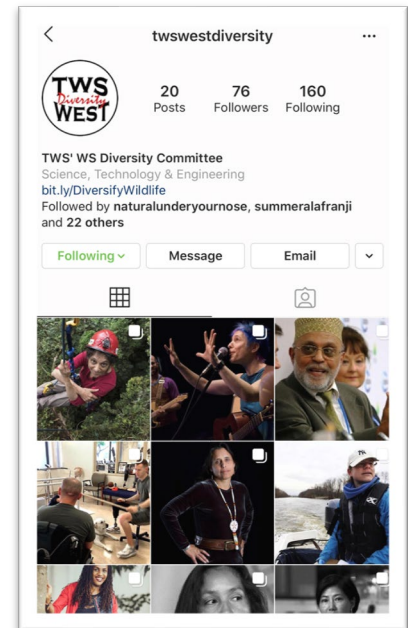
Professional Development

Despite the obvious challenges, The Professional Development Committee (PDC) itself had a good year of active engagement. We continued to build upon momentum from last year, and enjoyed participation from all chapters, Section-wide. Janine Payne, the Section’s PDC Chair, truly appreciates the time and effort put forth by Chapter PDC Representatives in the monthly meetings, particularly in a year with a low on return on investment. Janine is also pleased to report continued chapter-to-chapter collaboration.

As you might expect, professional development **events** were significantly impacted, with many disappointing cancellations. The Section’s Workshop Manager, Ivan Parr, expediently rose to the challenge and navigated the virtual landscape to offer online content to our membership. Rhys Evans and Jamila Blake of TWS collaborated with Ivan to put on the very practical and helpful Wildlife Biologist Certification Workshop. Stay tuned for more incredible upcoming events!

Diversity

The Diversity Committee had a couple of goals for 2020 that we were able to meet. The first was to reach a larger social media presence. We were able to achieve this by creating a number of posts on our Instagram (@twswestdiversity) and Facebook (@Diversity Committee - The Wildlife Society Western Section) pages. We also used our social media platform to participate in #BlackBirdersWeek, #BlackHikersWeek, #BlackMammalogistWeek, and other online events to learn more about the systematic racism that people face in our country and coming up with actionable items that we can do as part of the Western Section to make sure that everyone feels included, represented, and comfortable. We are still learning and dedicated to this cause. Our second goal was to reach out to more Indigenous biologists to participate in our Annual Meeting. Special thanks to Melinda Mohamed for leading this effort. Be sure to check out the Concurrent Session on **February 4 from 1:30 pm - 4:30 pm** titled [Incorporating Indigenous Ecological Knowledge into Wildlife Management](#). The year of 2020 was difficult for many of us, but our Committee members really rallied together to make it the best year that it could be!



Student Affairs

2020 was a rough year for us all, but potentially hardest on our students. Between trying to finish a degree via video chat and finding professional development opportunities in a career where field courses are essential, and seasonal internships and volunteer opportunities are all but mandatory for finding a job. And all of this on top of being torn between campuses where they might be highly exposed to Covid-19, and



hometowns they might be sent to when campuses shut down, potentially exposing family members who had previously been self-isolating. And, of course, the mental anguish of living through a global pandemic or getting sick themselves. College is tough, but it's probably fair to say that our wildlife students have faced a year beyond imagining for many of us in this organization, and their perseverance in the face of these challenges should be acknowledged and applauded. In an effort to support our students through this difficult time the Student Affairs Committee has initiated a monthly video-conference based Presentation and Workshop series with occasional more casual meet-ups for "Fireside Chats." Presentations ranged from an "Introduction to the Wildlife Society" paired with a workshop on student leadership, to presentations on attending professional conferences. And, in order for students to connect with one another and get advice directly from professionals on jobs, grad school, and other

professional development topics, the Student Affairs Committee developed a bi-weekly Slackle (Slack+raffle) to encourage students to join the TWS Students Slack workspace that was created last year. Almost 100 students have joined and are using the workspace to ask questions about their resumes, plan events, and just chat and post fun animal photos. We are doing ok, but we aren't through this yet. If you want to help students out in any way, feel free to contact us at students@tws-west.org.

Communication and Outreach

Working closely with Candace Renger (Project Manager/Meeting Planner), Janine Payne (Professional Development), and Ivan Parr (Workshop Manager), Susanne Marczak regularly advertised Section news, new workshops, Annual Meeting updates, and individual Chapter events through the Section's Constant Contact digital newsletter and Facebook posts. This year the Section's communication with membership was essential as we all in-person events were cancelled and moved to an online forum.

Western Wildlife Journal

Western Wildlife - the journal of the Western Section of The Wildlife Society - continues to be a research outlet for Western Section members. Ten papers were published in the journal in 2020. Topics range from the Common Black Hawk (*Buteogallus anthracinus*) to the Giant Kangaroo Rat (*Dipodomys ingens*). Journal staff strives to help seasoned researchers and graduate students alike share their discoveries in the field by assisting with peer-review, editorial contribution, and final publication. *Western Wildlife* accepts papers ranging in a variety of topics and taxa with the idea of providing a platform to unite researchers from a variety of backgrounds with the eventual goal of publishing a quality product that will benefit the continual professional development of our membership.



WEBSITE: <http://wwjournal.org>

Retirees

During the 2020 Annual Meeting, the Section's Executive Board met with the newly formed Retiree's Committee, headed by Mike Chapel. The intent of this Committee is to foster sustained engagement by retired wildlife professionals in the Section with the intent of leveraging their experience to (1) recruit, retain, and reactivate Section members, and (2) support the Section in carrying out its mission to represent and serve the community of wildlife professionals. During this meeting, several opportunities for engagement were



identified, including providing mentoring to wildlife professionals of all ages and career stages, assisting CAC with reviewing and responding to policy proposals, developing and leading professional development workshops, and facilitating greater member engagement and recruitment through their extensive professional networks. The Committee acted on these opportunities by providing input to letters prepared by the Western Section on important proposed changes to federal conservation policies and regulations as well as offering recommendations to TWS regarding future publications of the Journal of Wildlife Management.

AD HOC COMMITTEE ACCOMPLISHMENTS

At the close of the 2020 Board meeting and the Member's Forum in Redding, CA, several topics were raised that warranted a more thorough examination. Some were formalized through a "Charge to Committee" by establishing specific Ad Hoc committees. Others were examined through an existing committee.

Early Professional Career Definition Criteria Update

During the 2020 Annual Meeting's Member's Forum – a key moment during the year that provides a public opportunity for Section members to voice their opinions and concerns during an open forum in front of the Western Section Board and fellow Section members – a long-standing member, Laura Young, expressed her concern that the Section's Early Career Professional (ECP) definition is too limiting. Based on similar feedback that our Section's Professional Development Committee (PDC) Chair, Janine Payne, has received in the past, President Kelly Holland tasked the PDC with looking into the issue further. The PDC set out to gather information organization-wide for the sake of comparison between various TWS subgroups. The objective was to bring this information back to the Board to help inform the discussion and make the case for more inclusive criteria.



The PDC found that, while the majority of subunits do not yet have a published definition, those that do tend to be far more inclusive. The PDC collaborated with TWS' ECP Working Group and learned that they are also advocating for more expansive and inclusive criteria, with the eventual goal of having their proposed definition (currently a work-in-progress) recognized by TWS Council. Specifically, they are recommending using a multitude of qualifying criteria with the conjunction "or" in place of the more limiting conjunction "and."

The definition below was written by Young (with minor edits) and will be presented to the Western Section Executive Board at our February board meeting.

Proposed ECP Qualifying Criteria: a) Within 5 years of graduation with curricula related to wildlife; **or** b) currently unemployed, with the goal of full-time employment in the wildlife field* **or** c) holds part-time wildlife employment with the goal of full-time wildlife employment*; **or** d) within the first 36 consecutive months of full-time wildlife employment

**With the following caveat: once a member achieves full-time employment in the wildlife profession for 36 consecutive months, they will no longer qualify as an ECP.*

The Board will need to consider the proposed criteria carefully and mitigate for the potential drawbacks of expanding our criteria, particularly the financial impact, and weigh them against the Section's commitment toward inclusivity and member support. It may be an iterative process that is accomplished over time, but hopefully, the Western Section will lead TWS on this issue of inclusivity as we do on so many others. If you would like to offer comments regarding the proposed ECP definition, please feel free to email Janine at: pdcc@tws-west.org

In Memoriam Ad Hoc Committee

The Sacramento-Shasta Chapter brought a request to the Section Board, seeking a funding match to establish an *In Memoriam* scholarship fund. When brought to Board, this raised some questions. While generally support, the Board raised some considerations, particularly with creating criteria for evaluating requests and information about how funds distributed. Thus, an *In Memoriam* Ad Hoc Committee was created to address these concerns and develop criteria for *In Memoriam* and other member recognition fund funding requests. This Ad Hoc Committee is continuing to work on these criteria and guidelines, and will likely provide a proposal to the Board in 2021.

Scientific Integrity / Professional Ethics Ad Hoc Committee

In 2019, the Scientific Integrity/Professional Ethics Ad Hoc Committee was charged with the review of both The Wildlife Society's and the Western Section's current policies to determine whether they adequately addressed Discrimination, Harassment, Sexual Harassment, and Bullying. The findings of the Ad Hoc Committee were several fold: to (a) strengthen and clarify the Western Section's and The Wildlife Society's policies, (b) recommend that The Wildlife Society review their policies for AWB/CWB members, (c) recommend that Western Section and The Wildlife Society implement a check-box during registration asking members to acknowledge standing ethics policies when registering for TWS or WS meetings and/or events, (d) recommend that The Wildlife Society join the Societies Consortium on Sexual Harassment in STEMM consortium to provide umbrella coverage for TWS and its constituent Sections and Chapters, and (e) develop an Ombudsperson Program for the Western Section.

Having completed (a) through (d) in 2019, in 2020 Committee turned its attention to developing an Ombudsperson Program for the Section. The draft *TWS Western Section Office of Ombudsperson Program - Draft Charter and Operating Procedures* was submitted to the Board in December 2020 for review, and will be discussed and considered for approval during the Annual Meeting in January 2021. The purpose of the TWS Western Section Office of Ombudspersons Program is to maintain the Sections' standards for professional behavior regarding the practice, learning, training, publishing, and communication of science by outlining a process for reporting and addressing violations. The program includes general guidelines on how the Ombudsperson Program would operate, and includes specifics on ombuds position appointment, roles and responsibilities, and reporting mechanisms and disciplinary action.



EVENTS

2021 Annual Meeting Arrangements



Our 2021 and first virtual Annual Meeting will be held January 31 - February 5, 2020. Be there from anywhere! Our Plenary theme for the 2021 Annual Meeting is *Conservation in Challenging Times*. In 2022, our 69th Annual Meeting will be held in Riverside, California, at the Riverside Convention Center and the Mission Inn Hotel. We're hoping to meet in Reno, Nevada, for 2023, and at the Tenaya Lodge in Fish Camp, California, for 2024. Contracts are currently in negotiations, and the Board will discuss further at future meetings.

Workshops

As we all know, 2020 was a year of change. When all in-person workshops for 2020 had to be cancelled due to COVID19, the workshop manager spent the interim developing a comprehensive 100-page Workshop Program Implementation Plan and a companion Workshop Program Execution Plan, rolled out in the Spring of 2020. These plans included the finalization of a rewards-based system for repeat customers, brought new oversight quality controls for the Professional Development Committee, introduced a concept by which additional regional workshop coordinators may be added to the program, laid out fail-safe methods for preventing future cancellations; and most importantly, built infrastructure for hosting workshops on online platforms.

2021 will see the continuation of the Workshop Program online, with more free content, such as Podcasts and recorded videos, in addition to standard workshops in an online format. The Program hopes that in-field workshops can be realized again in 2022, in addition to online offerings.

You can expect to see the following in 2021:

- Drone Applications for Wildlifers
- Rare Bumblebees
- West Coast Sea Turtles
- Ornithology: A Bird's Eye View

An overview of the workshops that were presented in 2020 is below:

CERTIFIED WILDLIFE BIOLOGIST WORKSHOP •

July 17 – July 20, 2020

Instructors: Jamila Blake, Rhys Evans

ZOOM

Participants: 45

This free training provided guidance, tips, and insights into the process of completing The Wildlife Society's Associate Wildlife Biologist® (AWB) or Certified Wildlife Biologist® (CWB) applications. The 3-hour workshop includes 2 hours of lecture/discussion, followed by 1 hour of (optional) open channel "office hours" with the instructors for text or video consultation on your specific questions in completing the application.



**Western Section
Workshops**

Online!

ADVANCED ACOUSTICS MASTER CLASS •

January 14 – 15, 2020

Instructors: [Joe Szewczak](#), [Leila Harris](#)

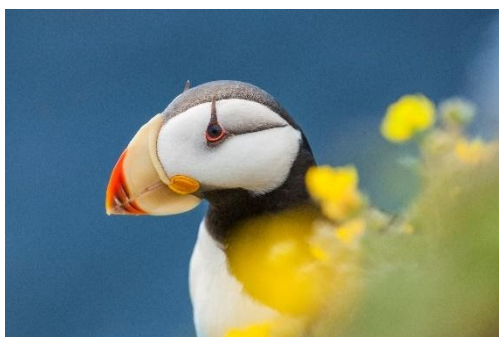
ZOOM

Participants: 40

This Expert Series workshop guided participants in improving their acoustic bat data vetting skills on the SonoBat platform. We focused on methods to differentiate call and sequence characteristics that supported confident species identification, and those that indicate when not to assign a species identification. The format consists of lectures and hands-on data workshopping, including a data jamming session for participants.



WILDLIFE PHOTOGRAPHY PRE-RECORDED WORKSHOP •



Pre-recorded for the 2021 TWS-WS Annual Meeting

Instructors: [Bobby Vogt](#), [Ivan Parr](#)

PRE-RECORDED ZOOM

This free, virtual workshop explains tricks of the trade for wildlife photographers hoping to get more advanced in obtaining images of birds, mammals, reptiles, and macro subjects. Topics included methods for approaching wildlife, useful gear, composition, and technique.

Podcasts

WESTERN SECTION PODCASTS •

Hosts: [Ivan Parr](#), [Lizzi Meisman](#)

PRE-RECORDED AUDIO

This podcasting series hosted by Ivan Parr and Lizzi Meisman interviewed Western Section Members in two series: “Get to Know the Board” and “Land Management.” So far, interviews have included:

- Kelly Holland, President, and Dan Airola, President-Elect
- Presidential-Elect Nominee Katie Smith
- Presidential-Elect Nominee Randi McCormick
- Student Affairs Co-Chair and California North Coast Chapter Rep Lizzi Meisman
- Past-President and Treasurer John McNerney
- Dr. Heather Constable and Dr. Jen Hunter of the University of California Natural Reserve System

New Western Section podcasts are anticipated to be posted about every month!

Western Section Podcasts



2020 Annual Meeting Summary

67TH ANNUAL MEETING of the WESTERN SECTION of THE WILDLIFE SOCIETY • Feb 3-7, 2020

Holiday Inn & Red Lion Inn – Redding, CA

KEYNOTE ADDRESS:

Wildlife Disease 2020 and Beyond: Moving from Microscopes to Policy

- [Peregrine Wolff, DVM](#) – Executive Manager, Wildlife Disease Association
- [Dr. Deana Clifford](#) – Senior Veterinarian Specialist, California Department of Fish and Wildlife / University of California, Davis
- [Dr. Dave Jessup](#) – Senior Veterinarian, UC Davis, Wildlife Health Center

PLENARY SESSION THEME:

Navigating the Intersections of Science and Policy

[Kelly Holland](#) (Annual Meeting Chair), TWS-WS President-Elect

PLENARY SPEAKERS:

- [Dr. Jennifer Norris](#) – Field Supervisor, Sacramento Fish and Wildlife Office, US Fish and Wildlife Service
- [Dr. Michael Peterson](#) – Deputy Commissioner, Climate and Sustainability Branch, California Department of Insurance
- [David Willms](#) – Senior Director of Western Wildlife and Conservation, National Wildlife Federation
- [Kim Delfino](#) – California Program Director, Defenders of Wildlife
- [Kevin Hunting](#) – Biodiversity Coordinator, California Natural Resources Agency



Western Section of The Wildlife Society
2020 ANNUAL MEETING
Redding, California

EVENT HIGHLIGHTS:

Total Attendees: 601 participants, including 134 students and 49 Early Career Professionals

Workshops

How to Effectively Engage with Policy Makers: Lessons Learned at the Federal and State Level

[Caroline Murphy](#), TWS Government Relations Manager, and [Jen Newmark](#), Nevada Department of Wildlife

Wildlife Photography for Wildlife Biologists

[Ivan Parr](#), Western Section Workshop Coordinator, and [Bobby Vogt](#), Pacific Gas & Electric

Social:

Wildlife T-Shirt Contest (Welcome Reception)

Student Quiz Bowl

Auction & Raffle: \$7,543 Raised!

ANNUAL MEETING PARTNER and CONDOR SPONSORS:



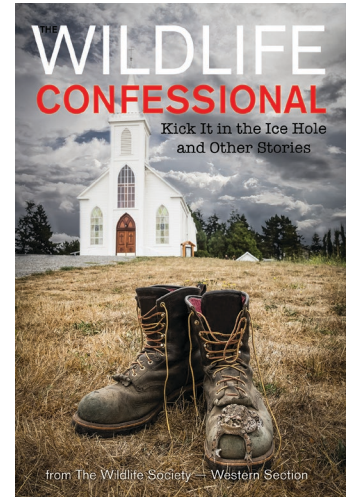
MEETING DETAILS: Visit <http://twswest.org/redding2020/>

ACCOMPLISHMENTS

Member Support

THE WILDLIFE CONFESSIONAL (ANTHOLOGY): In January 2020, the Western Section's short story anthology, *The Wildlife Confessional – Kick It in the Ice Hole and Other Stories*, was officially printed and distributed to backers and become available for purchase on Amazon.com (\$16.99). Between the conclusion of the crowd-source campaign and mid-July 2020, an additional 160+ copies were sold, raising more than \$500 for the Section to disperse with the goal of supporting student involvement in the Society by funding scholarships, grants, and training opportunities.

WEBSITE: <https://www.amazon.com/Wildlife-Confessional-Kick-Other-Stories/dp/194784878X/>



CERTIFIED WILDLIFE BIOLOGIST/ASSOCIATE WILDLIFE BIOLOGIST LAPEL PIN:

To recognize the Certified and Associate Wildlife Biologists that move invisibly amongst our ranks, the Western Section continues to coordinate with TWS Council to fund the design and distribution of honorary lapel pins to all CWB and AWB members. In addition to commemorating CWB and AWB's accomplishments, we hope this will raise awareness in our ranks of the importance we place in achieving this certification, and encourage other members to recognize the importance of - and work towards – a certification of their own.

WORKSHOP EXPANSION PLAN. Early in 2020, Candace Renger (Project Manager/Meeting Planner) and Cynthia Perrine (Program Director) worked closely with Ivan Parr (Workshop Manager) and the Professional Development Committee to develop a Workshop Expansion Proposal (WEP). The WEP expands the capabilities of the Section's workshop program but also redefines requirements for the program, including budget approval, expectations of the coordinator, oversight, an affinity program, and a concept for providing online workshops, webinars, and podcasts. The WEP was particularly timely, given that the Section had to quickly pivot an online-only platform for its workshops.

DISCOUNTED MEMBERSHIP: 2020 has been a rough year for many. In spring 2020, it became clear that some of our members were being hit hard financially as a result of the pandemic. As such, the Board unanimously voted to offer free or discounted TWS-WS membership to those who are facing financial hardship due to Covid-19. We ask that members pay their dues on the honor system at the rate they feel comfortable paying — either no cost, 50% discount or full cost. Originally, this discount was authorized through the end of 2020, and was recently extended. This is one of the ways we've tried to give back to our members this year. With gratitude, we acknowledge the members who are more financially secure who have either become life members and/or elected to sponsor memberships. Thank you for your support for the Section during this difficult time!



CONTACT INFORMATION

The Wildlife Society (National)

Website: <http://wildlife.org/>

The Wildlife Society (Western Section)

Website: <http://www.tws-west.org/>

Facebook:

<http://www.facebook.com/tws.western>

Twitter:

<https://twitter.com/WesternTWS>

Written correspondence may be sent to the following address:

TWS – Western Section
PO Box 6756
Albany, CA 94706

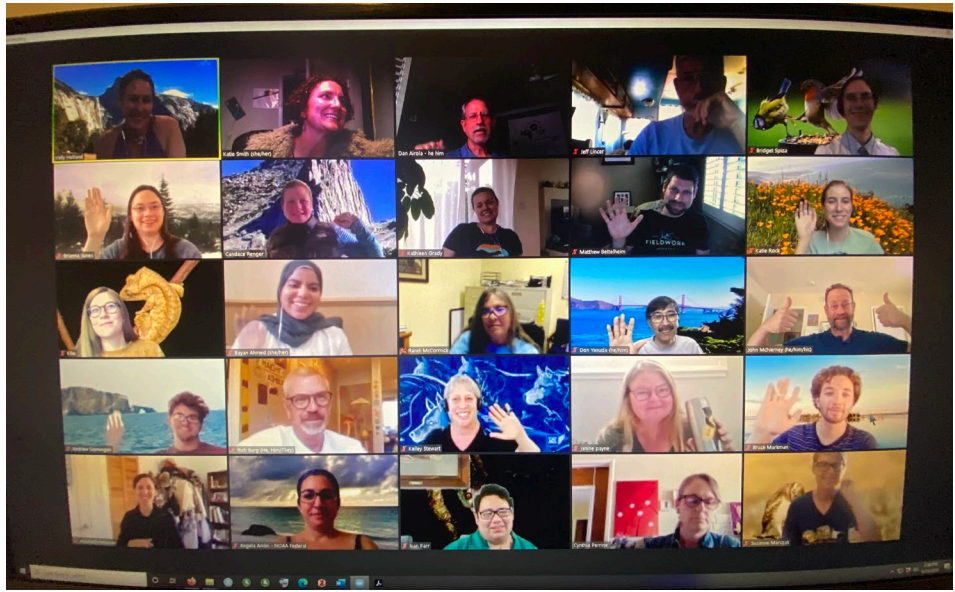


Photo Credits:

Bushtit at Black Widow Ranch in Riverside, CA (Front Cover) – by Dr. Rachel Y. Chock

Hope for the Next Generation (Front Cover) – by Cliff Feldheim

Diablo Range Gartersnake Neonate (2020 Executive Board Members/Officers) – by Chrissy Sousa

Fox (2020 Executive Board Members/Contract Staff) – by Logan Klatzker - fox

Enjoying a close encounter with falconer's hawk on a break during the Western Section Board's 2018 meeting (2020 Executive Board Members/Chapter Representatives) – by Susanne Marczak

Why couldn't you have weighed me *before* the peanut butter and seed? (2020 Executive Board Members/Student Chapter Representatives) – by Melinda Mohammed

Western Section Presidential Plaque (The Wildlife Society – Western Section Past Presidents) – by Kelly Holland

A Newt at Table Mountain (2020 Recap: A Message from the President) – by Kelly Holland

A western burrowing owl perches on barrier fencing at the US-Mexico Border (2020 Recap: A Message from the President) – by Susanne Marczak

Pacific Rattlesnake at Carrizo Plain National Monument (Financial Summary) – by Howard Clark

Blunt-nosed Leopard Lizard at Carrizo Plain National Monument (Financial Summary) – by Howard Clark

Chorus Frog at Cosumnes Floodplain Mitigation Bank (Financial Summary) – by Kelly Holland

Horned Lizard (Membership) – by Eveline Larrucea

San Joaquin Kit Fox at the Carrizo Plain National Monuments (2020 Annual Award Recipients)

Giant Kangaroo Rat - Carrizo Plain National Monument (Western Wildlife Journal) – by Howard Clark.

Roadrunner (Ad Hoc Committee Accomplishments) – by Ivan Parr

Bittern (Scientific Integrity / Professional Ethics Ad Hoc Committee) – by Ivan Parr

CWB/AWB Certification (Events) – by Ivan Parr

Advanced Bat Acoustics (Events) – by Ivan Parr

Puffin (Events) by Ivan Parr

California Tiger Salamander (Accomplishments) – by Ivan Parr

Western Section Board's August 2020 Zoom Meeting (Back Cover) – by Katie Smith