

Cornell University

Complete Resume

Daniel J. Decker, Ph.D.

Professor and Director
Human Dimensions Research Unit
Department of Natural Resources
Cornell University



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COMPLETE RESUME OF

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and
Professor, Department of Natural Resources

CORNELL UNIVERSITY

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EDUCATION

<u>Year</u>	<u>Degree</u>	<u>Institution</u>
1986	Ph.D.	Cornell University
1976	M.Sc.	Cornell University
1974	B.Sc.	Cornell University

AREA OF SPECIALIZATION: Human Dimensions of Wildlife Management

ACADEMIC RANKS (and year achieved)

Professor	1998-present
Affiliate Faculty, Colorado State University	1993-present
Associate Professor	1991
Assistant Professor	1988
Senior Extension Associate	1986
Research Associate	1979

PROFESSIONAL EXPERIENCE

<u>Year</u>	<u>Experience</u>
2009-present	Director, Human Dimensions Research Unit (HDRU), Department of Natural Resources (DNR), Cornell
2005-2009	Director, CALS Office of Land Grant Affairs; Senior Advisor to CALS Dean
1993-present	Affiliate Faculty, HDNRU, Colorado State University
1982-2008	Co-leader, Human Dimensions Research Unit (HDRU), DNR, Cornell
2001-2005	Director, Cornell University Agricultural Experiment Station (CUAES); Associate Dean, CALS

1996-2001	Assoc. Director, Office for Research, CALS; Assoc. Director, CUAES
1993-1996	Department Chair, DNR, Cornell
1992-1993	Assoc. Director, Office for Research, CALS; Assoc. Director, CUAES
1991-1992	Visiting Faculty, Colorado State University
1988-1991	Department Extension Leader, DNR
1986-1988	Program Develop. & Evaluation Specialist, Cornell Cooperative Extension
1982-1986	Research Associate, and Wildlife Extension Specialist, DNR
1979-1982	Research Associate, DNR, Cornell
1976-1979	Research Support Specialist, DNR, Cornell
1974-1976	Graduate Assistant, DNR, Cornell

SABBATICALS/STUDY LEAVES/VISITING SCHOLAR or SCIENTIST

2009 (January)	Visiting Scientist with Florida Fish & Wildlife Conservation Commission (FWC), Tallahassee, FL
2008 (January)	Visiting Scientist with Florida Fish & Wildlife Conservation Commission (FWC), Tallahassee, FL
2007 (Feb.-Jul.)	Visiting Scientist with Biological Resource Mgmt. Division, USDI-NPS (Ft. Collins, CO) assisting BRMD staff with integration of human dimensions into natural resource management in National Parks. (sabbatical leave)
2007	Visiting scientist working with leadership of FWC, Tallahassee, FL to assist with integrating human dimensions into wildlife management in agency, and development of a pilot workshop of my “Thinking Like a Manager” outreach program.
2006 (July)	Visiting Scientist with USDI-National Park Service (NPS) assisting NPS staff on resource management issues at Acadia National Park, ME.
2006 (Feb.-Mar.)	Visiting Scientist assisting the Florida Fish & Wildlife Conservation Commission, Tallahassee, FL with (1) human dimension related topics as part of a comprehensive and statewide approach to successfully manage the Florida black bear; (2) providing subject matter expertise for understanding public perception regarding black bears and black bear management as well as effective methods to address human-bear interactions; and (3) providing advice on human dimensions aspects of Florida panther management efforts in southern Florida.
2005 (Jan.-Feb.)	Visiting Scientist with Biological Resource Management Division, USDI-NPS (Fort Collins, CO) assisting BRMD staff with integration of human dimensions into natural resource management in National Parks.
1999 (Jun.-Aug.)	Visiting Scientist with Rocky Mountain National Park (Estes Park, CO) designing an approach for research program development and administration.
1991-1992	Visiting Professor at Colorado State University. Co-taught “Human Dimensions in Wildlife Management.” Consultant-in-residence with CO Division of Wildlife (CDOW) designing and implementing a plan for the development of human dimensions capacity in CDOW, which led to establishment of a formal Human Dimensions Section in the Division. (sabbatical leave)

HONORS, RECOGNITIONS AND AWARDS

- Daniel J. Decker Undergraduate Land Grant Internship (recognition) (2009-2010)
- Biography featured in *Who's Who Among America's Teachers 2004-05*
- SUNY Chancellor's Award for Excellence in Faculty Service (2005)
- Member, CALS Alumni Assoc. Liberty Hyde Bailey Leadership Society (2004)

- Jack H. Berryman Institute for Wildlife Damage Management Award (1996)
- Distinguished Research and Extension Award, Gamma Sigma Delta (1994)
- Daniel L. Leedy Urban Wildlife Conservation Award, Nat'l Urban Wildlife Inst. (1993)
- Outstanding Wildlife Professional, NY Chapter-TWS (for HDRU group) (1992)
- John Pearce Memorial Award, NE Section-The Wildlife Society (1992)
- Wildlife Publication Award of The Wildlife Society (article) (1992)
- Young Alumni Achievement Award, CALS Alumni Association (1988)
- Frank G. Snyder Professional Improvement Fund Award (1985)
- Certification: Wildlife Biologist-TWS (1982)
- NYS Outdoor Writers' Assoc. "Excellence in Communication-Magazine Writing" Award (1980)
- Charles Lathrop Pack Forestry Foundation Essay Award (1974)
- NYS Regents Scholarship (1970-74)

PROFESSIONAL DEVELOPMENT (Post Ph.D.)

- Sabbatical Leave (2007, National Park Service, Biological Resource Mgmt. Div., Ft. Collins, CO)
- Cornell University Leadership Conference series (1996-2002)
- Managing Multiple Priorities (1992, Dunn & Bradstreet Seminar)
- Sabbatical Leave (1991-92, Colorado State University and Colorado Division of Wildlife)
- Project Planning and Management - (1990, Career Track Seminars)
- Responding to Environmental Issues -- In-service Training (27-28 Feb. 1990, Cornell Center for Environmental Research)
- How to Deal with Employee Attitude Problems (1990, Keye Productivity Center)
- Executive Leadership in Management of a Cooperative Extension System (15-19 Feb. 1988, Univ. of Arizona)
- Leadership Training for Professionals (1988, CareerTrack Seminars)
- Evaluating Cooperative Extension Programs (7th Winter Inst., 15-19 Feb. 1986, Univ. Florida)

GRADUATE FACULTY ACTIVITIES

- Member of Resource Policy and Management concentration in the Graduate Field of Natural Resources (MPS, MS, PhD)
- Member of Field of Natural Resources Policy and Admissions Cmte (2008-present)

GRADUATE STUDENTS

Current Graduate Advisees:

Major advisor for:

Darrick Evenson (M.S. 2010 expected/Ph.D. 2012 expected)

Heather W. Hudenko (Ph.D. 2012 expected)

Minor Cmte. Member:

Nathan Roberts (Ph.D.)

Daniel Bogan (Ph.D.)

Graduate Majors completed:

- William F. Siemer** (Ph.D. 2009). Dissertation: *Toward a practice of impacts management: insights from an exploratory case study.*
- Heather W. Hudenko** (M.S. 2008). Thesis: *Exploring attitudes and experiences associated with human-coyote relationships in suburban New York.*
- Cynthia A. Jacobson** (Ph.D. 2008). Dissertation: *Wildlife conservation and management in the 21st century: understanding challenges for institutional transformation.*
- Daniela B. Raik** (Ph.D. 2008). Dissertation: *Governance in community-based forest management: the case of Madagascar.*
- Kirsten M. Leong** (Ph.D. 2007). Dissertation: *Biological resource management in a changing world: capacity for local community participation in wildlife management planning for national parks.*
- Tania M. Schusler** (Ph.D. 2007). Dissertation: *Youth-adult partnerships creating positive environmental change.*
- Daniela B. Raik** (M.S. 2004). Thesis: *Capacity needs for community-based, collaborative deer management: insights for effective intervention.*
- Marina D. Michaelidou** (Ph.D. 2002). Dissertation: *Moving beyond colonial perspectives in conservation: sustaining forests, wildlife, and mountain villages in the island of Cyprus.*
- Lisa C. Chase** (Ph.D. 2001). Dissertation: *Democratizing wildlife management: designing effective stakeholder involvement strategies.*
- Tania M. Schusler** (M.S. 2001). Thesis: *Exploring social learning in the development of collaborative natural resource management.*
- Jody W. Enck** (Ph.D. 1996). Dissertation: *Deer-hunter identity spectrum: a human dimensions perspective for evaluating hunting policy.*
- Cynthia A. Loker** (M.S. 1996). Thesis: *Human dimensions of suburban wildlife management: insights from three areas of New York State.*
- Joshua Winchell** (M.S. 1996). Thesis: *The influence of change-agent image on the adoption of conservation practices by farmers in western New York.*
- Richard C. Stedman** (M.S. 1993). Thesis: *Expanding the concepts of hunters and hunting: a social world analysis.*
- Roland E. Shanks** (M.S. 1992). Thesis: *The role of environmental paradigms in communication between NYS Bureau of Wildlife and NYS county legislators.*

Graduate Minors Completed:

- Gintaras Matiukas** (M.P.S. 2002)
- James Tantillo** (Ph.D. 2002)
- William Brown** (M.P.S. 1999)
- Lisa Pelstring** (M.S. 1999)
- Shawn Riley** (Ph.D. 1998)
- David Gross** (Ph.D. 1996)

RESEARCH RESPONSIBILITIES

- **Research Professionals Supervised**

Dr. J. W. Enck, Research Associate
Dr. W.F. Siemer, Research Specialist
Nancy A. Connelly, Research Specialist

- **Past Postdoctoral Associates**

Dr. Sandra A. Yonker (2003-2004)
Dr. Marina Michaelidou (2002-2003)
Dr. Lisa C. Chase (2000-2002)
Dr. Shawn J. Riley (1998-2000)

EXTENSION/OUTREACH WORKSHOPS 2008-present

- Decker, D.J., S.J. Riley and K. M. Leong. 2008. "Thinking like a manager: a practitioner-grounded approach for integrating human dimensions into wildlife management" for leaders of Florida Fish & Wildlife Conservation Commission, Camp Weed Conference Center, Live Oak, FL. (May 2008.)
- Decker, D.J. and W.F. Siemer. 2008. Training session on Integrating human dimensions into management decision making: putting human dimensions insight to work. "Pathways to success: integrating human dimensions into fish and wildlife management" Conference. Estes Park, CO. 28 Sept.-2 Oct. (presented twice, to two different groups of 24 professionals)
- Leong, K.M., D.J. Decker, and H. Wiczorek Hudenko. 2008. Organized session on Human dimensions of human-wildlife habituation in and around protected areas. "Pathways to success: integrating human dimensions into fish and wildlife management" Conference. Estes Park, CO. 28 Sept.-2 Oct.
- Teel, T. and D. J. Decker. 2008. Training session on Human Dimensions Integration in Wildlife Management—Case Study Applications, "Pathways to success: integrating human dimensions into fish and wildlife management" Conference. Estes Park, CO. 28 Sept.-2 Oct.
- Decker, D.J., R. C. Stedman, and S. Broussard Allred. 2009. FWC Social Science Orientation Workshop. Florida Fish and Wildlife Conservation Commission. 5-8 January 2009,
- Decker, D.J., W.F. Siemer, E. Haubold, and J. McCawley. 2009. Orientation to an Approach for Integrating Human Dimensions into Management Decision Making. Florida Fish and Wildlife Conservation Commission. 14 January 2009, Tallahassee, FL. Camp Weed Conference Center, Live Oak, FL.
- Decker, D.J. and E. Haubold. 2009. "Thinking Like a Manager: developing a managers' model for the AZ Game & Fish Department's Nongame and Endangered Species Management Program." 20-22 April 2009, Saguero Ranch, Mesa, AZ.

PROFESSIONAL SOCIETIES 2008-present

- Wildlife Disease Association (2006-present)
- Society for Conservation Biology (2004-present)
- The George Wright Society (2003-present)
- Association of Natural Resource Extension Professionals (2002-present)
- International Assoc. for Society & Natural Resources (charter member [2002-present])
- The Wildlife Society (member 1976-present).
- Human Dimensions Society (charter member [2002-2006])
- Human Dimensions in Wildlife Study Group (charter member until 1997 [year disbanded])

COMMITTEE ASSIGNMENTS 2008-present

- **International/National:**
 - Planning Cmte., 2006-08 Int'l. "Pathways to Success: Integrating Human Dimensions into Fisheries and Wildlife Management" Conference, Colorado State University
 - The Wildlife Society (TWS) Heritage Cmte.
 - TWS Professional Ethics Code and Policy Review Subcmte.
 - TWS Working Group on Wildlife Damage Management
 - Wildlife Management and Health Program, USDI NPS/BRMD, Strategic Planning Workshop facilitator (2008)
 - Operations Branch, USDI NPS/BRMD, Strategic Planning Workshop facilitator (2008)
 - Technical Reviewer (w/J. Organ, et al.) – "Science is the proper tool for discharge of wildlife policy," Scientific Management core principal of the No. American Model of Wildlife Conservation, Sporting Conservation Council (Jan.2008)
- **Regional:**
 - Great Lakes Fisheries Commission Board of Technical Experts, Core Group. (2009 – Present)
- **State/Local:**
 - NY Sea Grant Institute Governing Board (Cornell Appointee and Chair 2006-08)
 - Human Dimensions Board, Florida Fish & Wildlife Conservation Commission 2007 - Present
- **University:**
 - Great Lakes/Northern Forest Cooperative Ecosystems Study Unit, Cornell University Technical Representative (2008 – Present)
- **College:**
 - CALS Communication Advisory Cmte.
 - NY Cooperative Fish & Wildlife Research Unit Coordinating Cmte.
 - Cornell Biological Field Station Advisory Cmte.
 - NYS Fish and Wildlife Management Board, Faculty Advisor
- **Department:**
 - Special Advisory Committee for the Director, Cornell Biological Field Station
 - USGS NY Cooperative Fish & Wildlife Research Unit Program Leader Search Cmte.
 - Graduate Field of Natural Resources Policy and Admissions Cmte (2008 – Present)
 - Fernow/Rice Renovations Committee, Committee Member (2008 – 2009)
 - Ad hoc Assistant Unit Leader Position Description Development Committee for NY Coop Fish & Wildlife Research Unit (2008)

CONFERENCES 2008-present

- Evensen, D.T., D.J. Decker, and R.C. Stedman. 2008. Plague or paradise? Assessing perceptions of wildlife disease risk. 14th ISSRM – “People and Place: Linking Culture and Nature.” Univ. of Vermont, Burlington. 10-14 Jun.
- Jacobson, C.A., D.J. Decker, L. Carpenter, J. Organ. 2008. Funding state wildlife management: implications of institutional change on highly resource dependent organizations. 15th Annual The Wildlife Society Conference, Miami, FL. 8-12 Nov. 2008.
- Lauber, T.B., E.J. Taylor, D.J. Decker, and B.A. Knuth. 2008. Professional development among natural resource professionals: the influence of organizational and professional commitment. 14th ISSRM – “People and Place: Linking Culture and Nature.” Univ. of Vermont, Burlington. 10-14 Jun.
- Leong, K.M. and D.J. Decker. 2008. National Park Service public participation policies, communities of place, and communities of interest. 14th ISSRM – “People and Place: Linking Culture and Nature.” Univ. of Vermont, Burlington. 10-14 Jun.
- Leong, K.M., J.W. Scharton, D.M. Theobald, D.J. Decker. 2008. Poster presentation on Using GIS and mail surveys to assist in public participation planning: spatial analysis of wildlife issues in communities near Valley Forge NHP. GIS and Data Management Conference, Ft. Collins, CO. 31 Mar. - 3 Apr.
- Leong, K.M., D.M. Theobald, D.J. Decker. 2008. Poster presentation on Using GIS and mail surveys to assist in public participation planning: spatial analysis of wildlife issues in communities near urban parks. 15th Annual The Wildlife Society Conference, Miami, FL. 8-12 Nov. 2008.
- Wieczorek Hudenko, H. and D.J. Decker. 2008. Human-coyote coexistence: can familiarity lead to success? Society of Conservation Biologists Ann’l Mtg, Chattanooga, TN. 12-17 Jul.
- Wieczorek Hudenko, H., D.J. Decker, and W.F. Siemer. 2008. Coyotes in suburbia: The challenge of assessing community perspectives. 14th ISSRM – “People and Place: Linking Culture and Nature.” Univ. of Vermont, Burlington. 10-14 Jun.

INVITED PRESENTATIONS/PAPERS 2008-present

- Decker, D.J., J.F. Organ and C. A. Jacobson. 2009. Why Should All Americans Care About the North American Model of Wildlife Conservation? North American Wildlife and Natural Resource Conference, Washington, D.C. (16-21 March 2009) (invited paper)
- Decker, D.J. 2008. Human dimensions essentials for meeting public trust challenges of fish and wildlife management in the 21st century. 64th Annual Northeast Fish & Wildlife Conference – “Fish and Wildlife Management in the Northeast: New Challenges, New Roles, New Tools.” Galloway, NJ. 27-30 Apr. (Invited plenary speaker.)
- Decker, D.J. 2008. Invited panelist for session on Wildlife management in the 21st century: moving beyond the North American model. “Pathways to success: integrating human dimensions into fish and wildlife management” Conference. Estes Park, CO. 28 Sept.-2 Oct. 2008

Decker, D.J., W.F. Siemer, K.M. Leong, S.J. Riley, B.A. Rudolph, and L.H. Carpenter. 2008. What is wildlife management? "Pathways to success: integrating human dimensions into fish and wildlife management" Conference. Estes Park, CO. 28 Sept.-2 Oct. (Invited plenary presentation.)

Siemer, W.F., H. Wieczorek Hudenko and D.J. Decker. 2008. Coyote management in residential areas: human dimensions research needs. Pp. 421-430 in Nolte, D.L., Arjo, W.M., and Stalman, D. (ed.s) Proceedings of the 12th Wildlife Damage Management Conference, Corpus Christi, TX. The Wildlife Damage Management Working Group, The Wildlife Society. 9-12 Apr. 2007. (Invited paper).

PUBLICATIONS 2008-present

Peer reviewed:

Decker, D.J., W.F. Siemer, K.M. Leong, S.J. Riley, B.A. Rudolph, and L.H. Carpenter. 2008. Conclusion: What is wildlife management? Pgs. 315-327 (Chapt. 23) in M.J. Manfredo, J.J. Vaske, P.J. Brown, D.J. Decker, and E.A. Duke (eds.) *Wildlife and Society: The Science of Human Dimensions*. Washington, DC: Island Press.

Jacobson, C.A., and D.J. Decker. 2008. Governance of state wildlife management: Reform and revive or resist and retrench? *Society & Natural Resources* 21:441-448.

Leong, K.M., K.A. McComas, and D.J. Decker. 2008. Formative coorientation research: a tool to assist with environmental decision making. *Environmental Communication* 2(3):257-273.

Manfredo, M.J., J.J. Vaske, P.J. Brown, D.J. Decker, and E.A. Duke (eds.) 2008. *Wildlife and Society: The Science of Human Dimensions*. Wash., DC: Island Press. 350 pp.

Raik, D.B., A.L. Wilson, and S.J. Decker. 2008. Power in natural resources management: An application of theory. *Society & Natural Resources* 21(8):729-739.

Wieczorek Hudenko, H., D.J. Decker, and W.F. Siemer. Reliance on informants in wildlife management situation analysis--Shortcut or shortcoming? *Human Dimensions of Wildlife* 13:459-470.

Zinn, H.C., M.J. Manfredo, and D.J. Decker. 2008. Human conditioning to wildlife: Steps toward theory and research. *Human Dimensions of Wildlife* 13:388-399.

Other:

Decker, D., Siemer, W., Leong, K. and Riley, S. 2008. A Guide to Developing Manager's Model from Scratch, Fall 2008 edition. Human Dimensions Research Unit. Department of Natural Resources, Cornell University, Ithaca, N.Y.

Wieczorek Hudenko, H., D.J. Decker, and W.F. Siemer. 2008. Stakeholder insights into the human-coyote interface in Westchester County, New York. Human Dimensions Research Unit Publication 08-1. 19 p.

Wieczorek Hudenko, H., W.F. Siemer, and D.J. Decker. 2008. Living with coyotes in suburban areas: Insights from two New York State counties. Human Dimensions Research Unit Publication 08-8. 67 p.

Wieczorek Hudenko, H., W.F. Siemer, and D.J. Decker. 2008. Humans and coyotes in suburbia: Can experience lead to sustainable coexistence? Human Dimensions Research Unit Publication 08-9. 22 p.

EDITORIAL BOARDS/ASSOCIATE EDITOR/GUEST EDITOR

Human Dimensions of Wildlife (journal) (1996-present)

Journal of Wildlife Management (2004-06)

Human Dimensions in Wildlife Newsletter (editor 1988-89)

Human Dimensions in Wildlife (Cooperating Editor - Inaugural issue, 1994-95)

Human Dimensions in Wildlife 5(3). Fall 2000 (Guest editor w/ Len Carpenter—special issue on “Wildlife acceptance capacity”)

Human Dimensions in Wildlife 10(2). May 2005 (Guest editor w/ T. Brown—special issue on “Global community-based wildlife management”)

Human Dimensions in Wildlife 13(6) Nov-Dec 2008 (Guest editor w/ Tom Heberlein—special issue based on human dimensions session of “XXVIII Congress of the International Union of Game Biologists”)

ELECTED OFFICES HELD:

- **Past President** – The Wildlife Society (TWS) (2004-2005)
- **President** – TWS (2003-2004)
- **President-Elect** – TWS (2002-2003)
- **Vice President** – TWS (2001-2002)
- **Representative** - Northeast Section to Executive Council, TWS (1996-2000)
- **At-Large Director** (Charter officer) - Human Dimensions in Wildlife Study Group, professional organization dealing with human behavioral aspects of resource management (1986-1988)
- **Chair** (i.e., President) - Northeast Section, TWS (1988-1989)
- **Chair-Elect** - Northeast Section, TWS (1987)
- **Past-President** - Human Dimensions in Wildlife Study Group (1991-1992)
- **President** - Human Dimensions in Wildlife Study Group (1990-1991)
- **President-Elect** - Human Dimensions in Wildlife Study Group (1988-1989)

CONSULTING HISTORY

Alaska Department of Fish & Game (ADF&G)

- Worked with Division of Wildlife Conservation on research to support a management plan for predators and prey (i.e., wolves, bears, moose, and caribou) in Game Management Unit 13. Resulted in a grant between the ADF&G and Cornell. (2002)

Colorado Division of Wildlife (CDOW)

- Developed and presented a workshop in Estes Park, CO on the use of adaptive impact management (AIM) for big game species for both CDOW and NYS Dept. of Environmental Conservation staff. Collaborated with staff from Cornell’s HDRU, Wildlife Management Institute, and USDI Fish & Wildlife Service (F&WS). (2001)
- Provided information to federal and state agency staff from western states, as well as local government officials and private service providers on stakeholder involvement at a wildlife viewing workshop in Winter Park, CO organized by CDOW. (2001)

- Assessed the human dimensions information and training needs of CDOW and recommend strategies for meeting those needs (1991-1997).
- Evaluated CDOW - CSU Human Dimensions cooperative unit (1991-1997).

Florida Fish & Wildlife Conservation Commission

- Visiting Scientist assisting with human dimension-related topics as part of a comprehensive and statewide approach to successfully manage the Florida wildlife through workshops (4), training and consultations. (2006-2009)

NYS Dept. of Environmental Conservation (NYSDEC), Division of Fish, Wildlife, & Marine Resources (*On-going 1970s – present*)

- Provide guidance with respect to human dimensions of many management issues, (e.g., white-tailed deer [statewide and community-based], black bear, beaver, suburban coyote, Canada goose, waterfowl, etc.).

The Wildlife Society (TWS)

- Survey development with T.L. Brown to ascertain attitudes of wildlife professionals towards and participation in hunting. Funded by the R.K. Mellon Family Foundation and The American Wildlife Conservation Partners. (2004)
- Reviewed and commented on a questionnaire developed by the HDRU to measure the attitudes and values of wildlife professionals across the US with respect to human-wildlife interaction (e.g., consumptive use, animal welfare and other issues). (2004)
- Reviewed two questionnaires developed by the Policy Director: (1) a general inquiry designed to get a measure of member interest in participating in policy activity; and (2) a piece involving 2 instruments designed to assess TWS member interest in providing third party consulting service to landowners, farmers, ranchers to help them gain access to Natural Resource Conservation Service conservation support programs, and to assess the demand for such services. (2002)
- Developed with T.L. Brown a survey to ascertain reasons why many TWS chapter members are not members of the parent TWS organization. Collaborated with Cornell HDRU staff. (2001)

Cornell University:

- Coordinator for Dept. of Natural Resources staff contributions to Cornell's Environmental Report (Exhibit E) for FERC Hydropower Development License (staff: Brown, Decker, Goff, Howard, and Smolka).

Environmental Protection Agency:

- Coauthored with T.L. Brown testimony on the social values of wildlife.

Temporary NYS Commission on Tug Hill:

- Design, pretest and critique a survey method for obtaining landowner attitudes regarding forest management in the Tug Hill region.

NYS Dept. of Environmental Conservation Division of Fish, Wildlife, & Marine Resources (examples):

- Routinely serve as a consultant to state wildlife biologists and administrators.
- Lectured on the "Image of the Bureau of Wildlife" at an in-service Big Game Workshop.
- Co-taught a "Workshop on the Use of Human Survey Research in Wildlife Management" for wildlife managers and administrators.
- Provided organizational input and participated in workshop for DEC staff on black bear management.

- Provided guidance for development of a new black bear management plan for NY.
- Provided data to inform decisions about hunting regulations, and about hunters' preferences for season dates and other regulations.

NYS Dept. of Environmental Conservation, Division of Lands and Forests:

- Statewide Forest Resources Assessment - Fish and Wildlife Resources.
- Statewide Forest Resources Assessment - NYS. Dept. of Environmental Conservation Fish and Wildlife Programs.

NYS Farm Bureau:

- Responded to request from Farm Bureau president for assistance in a study to develop statewide estimates of the economic loss attributable to deer damage to agricultural crops.

NYS Soil and Water Conservation Cmte.:

- Report on the status of the fishery resource in New York.
- Report on the status of the wildlife/habitat resource in New York.
- Outdoor Recreation in New York: An Overview.
- Environmental Aesthetics in New York.
- A Brief Review of Mining in NYS.

Partner and Principal Consultant - Environmental/Natural Resources Consultants, 256 Jersey Hill Road, Ithaca, NY 14850. (1980-1990)

Responsive Management:

- Instrument review for survey of Florida deer hunters.

USDA-Forest Service:

- Reviewer for Animal Damage Control handbook for the Pacific Northwest Region.

USDI-Fish & Wildlife Service:

- Development of Non-Consumptive and critique of Consumptive portions of the "1980 National Hunting, Fishing and Outdoor Recreation Survey."
- Assisted project leader with sampling issues for a national survey of USDI F&WS employees.

USDI-National Park Service, Biological Resource Management Division

- Provided NPS/Biological Resource Management Division (BRMD), Ft. Collins, CO with human dimensions and general management advice associated with a variety of topics ranging from planning desired future conditions, wildlife-associated disease, human-wildlife habituation and others topics. (2007-08)
- Planning Advisor and Co-Organizer - Working with Natural Resource Mgmt. staff at Acadia Nat'l. Park to plan a "Scientist-in-Residence" program, and to identify research needs to serve park management, including human dimensions research agenda (2005-2006).
- Invited "Scientist in Residence" – Assisted NPS staff on specific resource management issues at the Acadia Nat'l. Park, Bar Harbor, ME. (2006)
- Reviewer - "Draft Environmental Impact Statement for the Elk and Vegetation Management Plan for Rocky Mountain National Park, Estes Park, CO. (2006)
- Worked on development of human dimensions expertise for the BRMD. Resulted in a graduate training program grant at Cornell that addresses the human dimensions of wildlife management in national parks. (2004)

- Facilitated strategic planning meeting for Operations Branch of NPS/Biological Resource Management Division (BRMD), Ft. Collins, CO (July 2008).
- Facilitated discussion about elk and CWD management options between Rocky Mountain National (ROMO) Park natural resources staff and Wildlife Health Team of NPS/BRMD, Ft. Collins, CO (June 2008).
- Peer Reviewer—"Guidelines for Living with Florida Panthers and the Interagency Florida Panthers Response Plan," prepared by US Fish & Wildlife Agency, NPS, and Florida Fish & Wildlife Conservation Commission (July 2006).
- Planning Advisor and Co-Organizer – Preparing a workshop on BRMD Contingency Planning for Invasives and Diseases in USDI NPS (9-12 Aug. 2005).
- Visiting Scientist on a sponsored research/outreach project in the design of inquiry to improve their approaches to working with other federal and state agencies, as well as community stakeholders adjacent to the parks; Ft. Collins, CO (Jan.-Feb. 2005).
- Visiting Scientist – Designed a framework for a program of organized research to meet management needs of Rocky Mtn. National Park (Jun.-Aug.1999).
- Panel Expert – Provided human dimensions expertise as one of 8 members of a nationally selected science panel for Rocky Mtn. National Park to assess needs for vegetation management for elk winter range (1997).

HISTORY OF UNIVERSITY, COLLEGE AND DEPARTMENT SERVICE (examples):

- **Cornell Partnership Technical Representative, Great Lakes-Northern Forests Cooperative Ecosystems Studies Unit Agreement** (Univ. of Minnesota, St. Paul) (Aug. 2007-Aug. 2012)
- **Member** – Cornell Appointee to Governing Board, NY Sea Grant Institute (1994-1996, 2004-2008, 2008-2012)
- **Member** –Fernow/Rice Renovation Cmte, Natural Resources (2008-present)
- **Co-chair** – Search Cmte., USGS Cooperative Fish & Wildlife Research Unit Assistant Program Leader (Wildlife), Natural Resources (2008-present)
- **CALS Representative (w/Dr. M.E. Krasny)** – National Cooperators' Coalition, USGS Cooperative Fish & Wildlife Research Unit Program (2004-present)
- **Member** – Liberty Hyde Bailey Leadership Society, CALS Alumni Assoc. (founding member [2004]-present)
- **CALS Representative** - NY Coop. Fish & Wildlife Research Unit Coordinating Cmte. (1996-present)
- **Member** - Advisory Cmte., Cornell Biological Field Station (1993-present)
- **Member** – Search Cmte., USGS Cooperative Fish & Wildlife Research Unit Program Leader, Natural Resources (2007-2008)
- **Dean's Co-Chair** – CALS Advisory Council Land Grant Affairs Task Force (2007-2008)
- **Member** – CALS Communications Advisory Cmte. (2006-2008)
- **Vice Chair/Chair** – NY Sea Grant Institute Board of Governors (2004-2008)
- **Administrative Oversight** for 6 CALS Task Forces:
 - Land Grant Mission (2006-2007)
 - Faculty Environmental (2004-2005)
 - Strategic Communication Planning (2003-2005)
 - Social Sciences (2001-2004)
 - Northern New York Research and Extension (2002-2003)
 - Applied Research and Extension Integration (2001-2003)
- **Faculty Search Cmte. Chair** – Faculty position in Human Dimensions of Natural Resource Management (2006-2007)

- **Member** – Cornell Deer Management/Control Cmte. (2005-2007)
- **Mentor** – Cornell Presidential Research Scholars Program (Brian Jonat, Dept. of Natural Resources undergraduate student; community wildlife management in Kenya) (2006)
- **Reviewer**—Proposal to establish a doctorate in Fisheries and Wildlife at North Carolina State University, University of North Carolina System Office (October 2006)
- **CALS Dean’s Liaison** – “Promoting Agricultural and Food Systems for Healthy Communities” Initiative (2005-2006)
- **Faculty Search Cmte. Chair** – Natural Resource Policy & Management (2005-2006)
- **Member** – Natural Resources Grad Admissions Cmte. (Resource Policy & Management) (2004-2006)
- **CALS Dean’s Liaison** – NY Farm Viability Institute Board of Directors (2003-2006)
- **CALS Dean’s Liaison**—Cornell Maple Program Advisory Cmte. *ex officio* (2002-2006)
- **CALS Dean’s Liaison** – Governing Board, Community & Rural Development Inst. (2001-2006)
- **CALS Dean’s Liaison** – Cornell Institute for Social and Economic Research (2000-2006)
- **Member** – *ad hoc* Professorial Tenure Review Cmte, College of Veterinary Medicine (2005)
- **Member** – Management Cmte., Cornell University Long Island Horticultural Research and Extension Center Advisory Council (2003-2005)
- **Member** – Natural Resources Graduate Policy Cmte. (2002-2005)
- **Member** – Integrated Pest Management Operating *and* Executive Cmtes. (2002-2005)
- **Member** – Cornell Tree Fruit Industry Task Force Steering Cmte. (2002-2005)
- **Member** (ex officio) – All five CCE/CUAES Program Councils (2001-2005)
- **Dean’s Co-Chair** –Advisory Council *ad hoc* Cmte. on Environment and CALS Role in Education, Research and Outreach (2001-2005)
- **CALS Reviewer**—“Sound Agricultural Opinions” Assessments for NYS Dept. of Agriculture & Markets (NYSDAM) (2001-2005)
- **Member** – Environmental Management MPS Program Cmte. (2004)
- **Member** – Colorado State University Continuing Education Project Advisory Cmte. (2004)
- **Member** – Budweiser Conservation Scholarship Program Selection Cmte. (National Fish & Wildlife Service and Anheuser-Busch, sponsors) (2004)
- **Member** – CALS Centennial Celebration Steering Cmte. (2004)
- **Chair** - Named Professorships (L.H. Bailey and B. McClintock) Nominating Cmte. (2003)
- **Member** – CALS Centennial Celebration Planning Cmte. (2002-2003)
- **CALS Dean’s Liaison** – Special Advisory Cmte. for CALS Dept. of Education (2000-2003)
- **CALS Dean’s Liaison** – Governing Board, Center for the Environment (CfE) (2001-2003)
- **Cornell appointee**—Nat’l. Assoc. of Univ. Fish & Wildlife Programs (1993-2002)
- **Speaker** - CUAES Annual Grant Writing Workshop (1998-2000)
- **Member** - Program Advisory Cmte., Adirondack Fishery Research Program (1997)
- **Representative** - Cornell appointee to NASULGC Sec. on Fish & Wildlife Resour. (1993-1997)
- **Member** - Public Issues Education Task Group, CCE (1995-1996)
- **Co-Chair** - Search Cmte. for Assistant Director for Programs, CCE (1995-1996)
- **Member** - Natural Resources Teaching and Curriculum Cmte. (1993-1996)
- **Chair** - Advisory Cmte., Cornell Biological Field Station (1993-1996)
- **Member** - Council on Environmental Studies, CfE (1994-1996)
- **Co-Chair/Administrative Liaison** - Environmental Stewardship and Land Use Statewide Program Cmte. (1990-1996)
- **Member** - Awards Cmte., Gamma Sigma Delta (1995)
- **At-Large Member** - Faculty Council of Representatives (1993-1995)
- **Member** - *ad hoc* Cmte. on Faculty Professional Development (1994)

- **Member** - Task Group to review Extension and Research Statewide Program Cmte.s (1994)
- **Member** - Search Cmte. for Associate Dean and Director of Academic Programs (1994)
- **Chair** - Search Cmte. for the Extension/Outreach Program Leader of CCE and CfE (1994)
- **Member** - Executive Cmte., CfE Advisory Council (1994)
- **Member** - Search Cmte. for Director, CfE (1993)
- **Member** - Search Cmte. for Director, CALS Alumni Affairs Office (1993)
- **Member** - Board of Directors of Alumni Association of CALS (1993)
- **Member** - Ad hoc Cmte. to evaluate CCE Statewide Program Cmte.s (1993)
- **Member** - University-State Task Force Project Cmte. (1993)
- **Member** - *ad hoc* Cmte. to develop framework and philosophy regarding "Value of Extension" guidelines for CCE (1992-1993)
- **Member** - "Cornell Focus" editorial advisory board (1992-1993)
- **Member** - Selection Cmte. for Coordinator, Remote Sensing Instruction Program for Community Educators (NSF-sponsored extension program) (1992)
- **Member** - Dept. of Natural Resources Advisory Council (1990-1991)
- **Member** - NY Water Resources Institute Program Cmte. (1990-1991)
- **Member** - Dept. of Natural Resources Space and Facility Cmte. (1990-1991)
- **Member** - Wildlife Damage Management Program Development Cmte. (DNR) (1990-1991)
- **Member** - Sea Grant Great Lakes Program Advisory Cmte. (1989-1991)
- **Member** - Cmte. for Strategic Planning for CCE (1990-1991)
- **Managing Editor** - "New York's Wildlife Resources" Extension publication series (1980-1991)
- **Member** - Natural Resources Research and Extension Series Editorial Cmte. (1980-1991)
- **Member** - Joint NYS Dept. of Environmental Conservation/State Education Department Wildlife Education Steering Cmte. (1989-1990)
- **Faculty Advisor** - Program Development and Evaluation Office, CCE (1988-1991)
- **Member** - Statewide Water Resources Extension Program Cmte. (1990)
- **Member** - CCE In-service Education Advisory Cmte. (1990)
- **Member** - *ad hoc* Environmental Communication Cmte. (CALs) (1990)
- **Member** - Farming Alternatives Project Steering Cmte. (CALs) (1988-1990)
- **Member** - CCE Steering Cmte. on Policy Education for Families (1988-1990)
- **Member** - Extension Natural Resources National Staff Directory of Educational Materials Task Force (USDA-Extension Service) (1989)
- **Chair** - *ad hoc* In-service Education Cmte. (CALs, Dept. Extension Leaders) (1989)
- **Member** - *ad hoc* Dept. Extension Leader Subcmte. on Guidelines for Promotion from Extension Associate to Sr. Extension Associate (1988-1989)
- **Member** - CCE Faculty Task Group on Extension Program Delivery and Staffing (1988-1989).
- **Chair** - DNR Publications Cmte. (1988-1989)
- **Member** - CALs Extension Area Programming/Staffing Cmte. (1988-1989)
- **Member** - CCE Area Specialist Job Classification, Promotion, and Department Appointment Sub-Cmte. (CALs) (1988-1989)
- **Member** - DNR Computer Cmte. (1987-1989)
- **Member** - *ad hoc* Faculty Cmte. on Energy Conservation Programs (1988)
- **Member** - CCE Area Specialist Sub-Cmte. (CALs) (1988)
- **Member** - *ad hoc* Advisory Cmte. on DNR Annual Report (1988)
- **Member** - CCE Forum Steering Cmte. (1987-1988)
- **Advisor** - FarmNet Program, joint NYS Colleges of Human Ecology and Agriculture & Life Sciences steering cmte. - led evaluation planning and advised on implementation, analysis and reporting of the evaluation (1986-1987)

- **Chair** - Office Automation and Staff Roles Cmte., CCE Program Development & Evaluation Office (1986-1987)
- **Managing Editor** - Conservation Circular (1978-1984)
- **Reviewer and Evaluation Advisor** for:
 - Cornell proposal for a Northeast Regional Drug Education Center, US Dept. of Education
 - Cornell proposal for a Cornell Science Interns Program, National Science Foundation
 - Cornell proposal for a Regional Extension Education Program, Kellogg Foundation

REGIONAL ACTIVITIES:

- Northeast Wildlife Damage Management Research & Outreach Cooperative (NEWDMR&O Coop.), Policy Cmte. (1998-present)
- National Sun Grant Initiative, Administrative Advisor for Northeast Region (2001-2005)
- Northeast Reg'l. Assoc. (NERA) of State Agric. Experiment Station Directors (1992-93; 1996-2005)
 - NERA Administrative Advisor on 3 Multistate Research activities:
 - NE1001 – Appl. of Sewage Biosolids to Agric. Soils in the NE and Areas with Similar Soils and Agric. Systems: Long-term Impacts and Beneficial Use (2000-2005)
 - NE1005 – Management of Wildlife Damage in Suburban and Rural Landscapes (2001-2005)
 - NEREC1001– Piloting a Regional Research and Educational Approach to Integrated Deer Damage Management (2002-2005)

APPOINTMENTS AND PROFESSIONAL ACTIVITIES (examples):

- **Reviewer:**
 - *Agriculture & Human Values*
 - *Agricultural & Resource Economics Review*
 - *Conservation Biology*
 - *Conservation and Society*
 - *Environmental Management*
 - *Fisheries*
 - *Human Dimensions of Wildlife*
 - *Journal of Extension*
 - Sea Grant Program (NOAA and DOC) Grant Proposals in the states of New Jersey; New York; and North Carolina
 - Leopold Center for Sustainable Agriculture, Iowa State Univ. (proposal)
 - Research proposal from IAFWA (on behalf of NYSDEC)
 - New York 4-H Foundation
 - Chapter 14 of *The Woodland Steward* by J. Fazio (published by The Woodland Press, Moscow, ID)
 - Transactions of the Southeast Section - TWS
 - Chapter 23, "Human Surveys in Wildlife Management", by F.L. Filion, in *Wildlife Management Techniques* (4th edition)
 - Wildlife Management Home Study Course, College of Agriculture and Natural Resources, Univ. of Connecticut, Storrs, CT
 - Social Science and Humanities Research Council of Canada
 - Transactions of Northeast Section-TWS
 - Wildlife Management Institute – “Hunting in Perspective”
 - USDA Forest Service - book chapter by Dahlberg
 - USDI National Park Service - monograph chapter
 - *Journal of Wildlife Management*
 - *Risk*
 - *Society and Natural Resources*
 - *The Prairie Naturalist*
 - *Wildlife Monographs*
 - *Wildlife Review*
 - *Wildlife Society Bulletin*
 - *European Jour of Wildlife Research*
 - *Human Organization*

- **Member** – Core Group, Great Lakes Fishery Comm. Board of Technical Experts (2008-2010)
- **Chair & member** — Chapter and Student Chapter of the Year Award Cmte., TWS (2004-2008)
- **Member** – Human Dimensions Board, Florida FWC (2007-present)
- **Member** – TWS Heritage Cmte ([Inaugural member] 2007-present)
- **Member** – TWS Professional Ethics Code and Policy Review Subcmte (2007-2008)
- **Member** – TWS Working Group on Wildlife Damage Management (1990-present)
- **Chair** – Annual Conference Cmte., TWS (2004)
- **Chair** – Plenary Session Cmte., Annual Conference, TWS (2004)
- **Member** – Annual Conference Program Cmte., TWS (2004)
- **Member** – Selection Cmte. for National Fish & Wildlife Foundation, and Anheuser-Busch Budweiser Conservation Scholarship Program, TWS representative (2004)
- **Member** – Endowment Campaign Steering Cmte., TWS (2002-2004)
- **Member** – Membership Cmte., TWS (2001-2004)
- **Member** – Planning Cmte., TWS (2001-2004)
- **Member** – Annual Conference Cmte., TWS (2003)
- **Member** – 3rd Intern'l Wildlife Management Congress Fundraising Cmte, TWS (2002-2004)
- **Chair** – Group Achievement Award Cmte., TWS (2001-2002)
- **Member** – Wildlife Information Network, TWS (2000-2001)
- **Invited Reviewer** – “The role and interests of the state in national collaborative natural resources management policy: a case-study of British wild deer management” for Environmental Politics Journal, United Kingdom. (Dec. 2008)
- **Contributor (w/FL F&WCC staff)** – Symposium on “Moving Human Dimensions Forward in Wildlife Management Agencies” at The Wildlife Society Annual Conf., Miami, FL (Nov. 2008).
- **Planning Cmte. Member** – September 2008 Int'l. “Pathways to Success: Integrating Human Dimensions into Fisheries and Wildlife Management” Conference, Estes Park, CO. (2005-2008)
- **Technical Reviewer** (w/J. Organ, et al.) – “Science is the proper tool for discharge of wildlife policy,” Scientific Management core principal of the No. American Model of Wildlife Conservation, Sporting Conservation Council (Jan.2008)
- **Workshop Organizer** – “Developing Guidance for Interventions to Remove Wildlife from National Parks for Population Impact Reduction” workshop for staff of NPS Biological Resource Management Division. Residence Inn, Ft. Collins, CO. (12 Jun. 2007)
- **Organizing Cmte. Member** – The Yellowstone Wildlife Health Program Workshop, Montana State University, Bozeman, MT. (5-7 June 2007)
- **Invited Expert Book Reviewer** – A how-to guide on building leadership skills in your life and profession, by M. Morrison, L. Bies, and C. Nolden. Island Press, Reading, CA. April 2007.
- **Organizer (w/NPS BRMD staff)** – Panel presentation on wildlife habituation at George Wright Society Annual Conference, St. Paul, MN (16-20 April 2007).
- **Organizer** – “No Child Allowed Outdoors-The Big Bad Wolf and Other Perceived Wildlife Risks in the Great Outdoors” Wildlife Damage Symposium. 2006. 62nd Annual Northeast Fish and Wildlife Conference, Burlington, VT. (23-26 Apr.)
- **Organizer** – “A Challenge for Wildlife Agencies: Mitigating Diminished Wildlife Acceptance Capacity and Preserving “Resource” Status for Wildlife” - Panel Discussion Session. 2006. 62nd Annual Northeast Fish and Wildlife Conference, Burlington, VT. (23-26 Apr.)
- **Co-Organizer** (w/USDI National Park Service [NPS]/Biological Resource Mgmt. Division [BRMD]) – Symposium on “Wildlife Habituation-Advances in Understanding and Management Applications,” 2005 TWS Annual Conference (27 Sept.)
- **Invited Presenter**—2nd Int'l. Chronic Wasting Disease Symposium, Madison, WI (Jul. 2005)
- **Member** – TWS Executive Director Search Cmte. (2005)
- **Member** – TWS 2006 No. American W&NR Conference Special Session Cmte. (2004-2005)

- **Member** – TWS Endowment Campaign to Sustain Wildlife Conservation Adv. Cmte.. (2004)
- **Advisor** – *Agriculture and Human Values*. (2000-2003)
- **Co-Moderator** (w/T. Brown) - Human Dimensions of Wildlife Symposium. Northeast Fish and Wildlife Conference, Saratoga Springs, NY. (22-25Apr. 2001)
- **Member** - TWS Certification and Professional Development Subcmte. (1996-2000)
- **Member** - TWS Membership Subcmte. (1996-2000)
- **Member** - TWS Publications Subcmte. (1996-2000)
- **Chair** - Session on "Wildlife Acceptance Capacity" for 1999 Congress on Recreation and Resource Capacity, Aspen, CO. (29 Nov.-2 Dec.)
- **Chair** - Session on "Understanding Conflict" for the 1999 Western Assoc. of Fish and Wildlife Agencies Conference, Durango, CO. (1-14 Jul.)
- **Moderator** - Human Dimensions Session, 55th Northeast Fish and Wildlife Conference, Manchester, NH. (11-14 Apr. 1999)
- **Chair** - Workshop for NYSDEC wildlife biologists on application of human dimensions research to communication planning and evaluation, Hamilton, NY. (16-17 Mar. 1999)
- **Co-Chair and Co-Editor** - Technical session on human dimensions of fish and wildlife management at 63rd N. Am Wildlife and Nat. Resourc. Conf. and resulting publication. (1998)
- **Member** - TWS Wildlife Information Network, RFP preparation/proposal review Cmte.. (1998)
- **Member** - TWS Group Achievement Award Cmte. (1998)
- **Member** - Planning Cmte. for plenary session, 1998 TWS Annual Conference
- **Liaison to The Wildlife Society** - Human Dimensions in Wildlife Study Group (1995-1997)
- **Organizer/Moderator** - Session on "Weighing Stakes in the Natural Resource Decision-making Process" at the Annual Meeting of NY Chapter-TWS (1997)
- **Member** - TWS Conference and Symposia Funding Cmte. (1994-95)
- **Member** - Planning Cmte./Advisory Board 5th North American Social Sciences and Natural Resources Symposium (1992-94)
- **Co-Leader** – TWS National Membership Study (1991-93)
- **Co-Chair** – 5th Eastern Wildlife Damage Control Conference program Cmte. (1991)
- **Chair** – “Future of Human Dimensions” special session, No. American Wildlife and Natural Resources Conference (1989)
- **Summarizer** – 25th Anniv. Mtg. of NY Chapter - The Wildlife Society (invited speaker) (1989)
- **Advisor** - Empire State Congress for Fish and Wildlife Habitat, FWMA State Board (1988-90)
- **Advisor** - Governor's Task Force on Forest Industry (NYS). (1988-89)
- **Member** - NY Chapter-TWS Cmte. on Wildlife Management Advocacy (1987-90)
- **Member** - Program Cmte., 1988 Northeast Fish and Wildlife Conference (1987-88)
- **Member** – 3rd Eastern Wildlife Damage Control Conference program Cmte. (1987)
- **Member** - National Project Advisory Council for the New England COVERTS Project and project evaluation advisor (1986-87)
- **Program Chair** - International symposium on the "Economic and Social Values of the Wildlife Resource" (1984-86)
- **Co-Chair** – 1st Eastern Wildlife Damage Control Conference; conference program development, conducted an evaluation of the conference, and edited conference proceedings (1983-84)
- **Member** - Program Cmte. for joint SAF/TWS State Chapters meeting (1982-83)
- **Member** - *Journal of Extension* National Evaluation Panel (1979-1983)
- **Session Chairman** - NY Chapter-TWS 1981 Annual Meeting: "Conflicts Between Wildlife and Man's Objectives" (1981)
- **Advisor** - NY Fish and Wildlife Management State Board and other citizen conservation organizations on land access, recreationist behavior, and hunting issues (e.g., Citizens Advisory Panel on wildlife education for the Marcy-South Grant Program, NY Power Authority)

PROGRAM REVIEWS

- **External Review Cmte. Member** – CSREES Fisheries & Wildlife Department Review, Michigan State University, East Lansing. (18-22 Feb. 2007)
- **External Review Cmte. Member (Chair)**—Fishery & Wildlife Biology Dept. Program Review, Colorado State Univ., Ft. Collins. (2-4 Apr. 2006)
- **External Review Cmte. Member** – Fisheries & Wildlife Sciences Graduate Program Review, North Carolina State University, Raleigh. (1-3 May 2005)
- **CSREES Review Team** – Dept. of Animal Ecology, Col. of Agric., Iowa State Univ. (1995)
- **CSRS Review Team** – Dept. of Zoology, North Carolina State Univ. (1993)
- **CSRS Review Team** – Dept. of Fisheries and Wildlife, College of Forestry, Univ. of MN (1987)
- **Member** - Science Review Panel, Elk and Vegetation Management, Rocky Mountain National Park, Estes Park, CO (1997)

APPLIED RESEARCH AND EXTENSION/OUTREACH ACTIVITIES (examples):

- **Organizer, facilitator and co-presenter** (w/ R. C. Stedman, and S. Broussard Allred) FWC Social Science Orientation Workshop. Florida Fish and Wildlife Conservation Commission. 5-8 January 2009,
- **Organizer, facilitator and co-presenter** (w/ W.F. Siemer, E. Haubold, and J. McCawley) Orientation to an Approach for Integrating Human Dimensions into Management Decision Making. Florida Fish and Wildlife Conservation Commission. 14 January 2009, Tallahassee, FL. Camp Weed Conference Center, Live Oak, FL.
- **Organizer and Co-presenter** (w/ E. Haubold) “Thinking Like a Manager: developing a managers’ model for the AZ Game & Fish Department’s Nongame and Endangered Species Management Program.” 20-22 April 2009, Saguero Ranch, Mesa, AZ.
- **Leader** (w/ W.F. Siemer) Training session on Integrating human dimensions into management decision making: putting human dimensions insight to work. “Pathways to success: integrating human dimensions into fish and wildlife management” Conference. Estes Park, CO. 28 Sept.-2 Oct. (presented twice, to two different groups of 24 professionals)
- **Co-organizer** (w/ K. M. Leong and H. Wiczorek Hudenko) session on Human dimensions of human-wildlife habituation in and around protected areas. “Pathways to success: integrating human dimensions into fish and wildlife management” Conf. Estes Park, CO. 28 Sept.-2 Oct.
- **Co-presenter** (w/ T. Teel) Training session on Human Dimensions Integration in Wildlife Management—Case Study Applications, “Pathways to success: integrating human dimensions into fish and wildlife management” Conference. Estes Park, CO. 28 Sept.-2 Oct.
- **Leader** (w/K. Leong and S. Riley) – Training workshop on decision-making method called “Thinking like a manager: the manager’s model” to leaders of the FL Fish & Wildlife Conservation Commission, Tallahassee, FL. (4-10 May 2008)
- **Facilitator** – “Strategic Planning Workshop” for the 6-member Wildlife Health Team of the Wildlife Management and Health Program, USDI NPS/BRMD, Ft. Collins, CO. (27 Mar. 2008)
- **Invited Expert** -- Advise leadership intervention team of Florida Fish & Wildlife Conservation Commission on “Integration of Human Dimensions of Wildlife Management,” Tallahassee. (2-12 Jan. 2008).
- **Organizer and Workshop Instructor** (w/K. Leong, W. Siemer, and S. Riley) – Planning for and conducting a 3.5-day workshop on “Thinking like a manager: a practitioner-grounded approach for integrating human dimensions into wildlife management” for leaders of Florida Fish & Wildlife Conservation Commission, Turkey Trot Acres, Candor, NY. (4-7 Sept. 2007)
- **Invited Expert** - Conducted 2-day seminar on “Approaches to Stakeholder Input and Involvement in Human Dimensions of Wildlife Management” for senior leadership team of Florida Fish & Wildlife Conservation Commission, Tallahassee. (11-15 Feb. 2007)

- **Invited Speaker** (w/W. Siemer) - "Thinking like a manager: an introduction to adaptive impact management" in-service training presentation at Annual NY Sea Grant Program State Staff Meeting, Winter Clove Inn, Round Top, NY. (9 Nov. 2006)
- **Invited Expert Panelist** - Delphi Study on Adaptive Co-management, "Charting the New Territory of Adaptive Co-Management." (Jun.-Oct. 2006)
- **Invited Panelist** - "Trends in Higher Education and Consequences for Applied Social Sciences Panel Discussion." College of Agric. and Life Sciences, Cornell University, Warren Hall, Ithaca, NY. (29 Sept. 2006)
- **Invited Participant** - "Developing a Systems Thinking-based Training Method for Management of Wildlife Diseases" Workshop, USDI NPS/BRMD, Ft. Collins, CO. (31 May-1 Jun. 2006)
- **Invited Expert** - Conducted 2-day seminar on "Integration of Human Dimensions of Wildlife Management" for leadership intervention team of Florida Fish & Wildlife Conservation Commission, Tallahassee. (11-12 May 2006)
- **Invited Panelist** - Dept. of Development Sociology's *Future of Rural New York* Seminar Series: "Changing the Conversation about Higher Education's Public Mission and Work," College of Agric. and Life Sciences, Cornell University, Warren Hall, Ithaca, NY. (28 Apr. 2006)
- **Planning Advisor and Co-Organizer** (w/USDI NPS/BRMD)—NPS/BRMD Invasive Species Strategic Forum, Ft. Collins, CO. (20-22 Sept. 2005)
- **Invited Expert Panelist**—"Assessment of Public Knowledge, Values and Attitudes toward Biodiversity and Sustainable Forestry" Workshop, Dept. of Nat. Resource Recreation & Tourism, Colorado State Univ., Ft. Collins, CO. (22 Apr. 2005)
- **Invited Expert/Panel Leader**—Rocky Mtn. National Park Wolf Alternatives Planning Workshop, Estes Park, CO. (18-19 Mar. 2005)
- **Co-Organizer** (w/S. Riley and W. Siemer)—USDI NPS/BRMD Wildlife Disease Management Workshop, Ft. Collins, CO. (1-3 Feb. 2005)
- **Co-Organizer and Facilitator** (with T. Lauber, T. Brown, and D. Raik) - a NYS Dept. of Environ. Conserv. Deer Team workshop on developing a protocol for community-based deer management in NY. (4-5 May 2004)
- **Invited Speaker** - Assoc. of Cornell Cooperative Extension Employees Conference, "Educator roles in applied research and extension integration: the view and an update from CUAES (Cornell University Agricultural Experiment Station)." (2003)
- **Invited Keynote Speaker** - Assoc. for Conserv. Information Annual Conf., "Examining assumptions about wildlife values: what do we know about the suburban audience?" (2001)
- **Technical Resource** - for USDI F&WS workshop on human dimensions, for national audience of state fish and wildlife agency directors and leadership staff. (1998)
- **Co-Presenter** (with M. Manfredo) - Annual Mtg. of Western Section of TWS, invited plenary session paper. (1998)
- **Banquet Speaker** - Annual Mtg. of the NYS Fish & Wildlife Management Board - "Population and Land-use Trends: Implications for Fish & Wildlife Management." (1995)
- **Invited Speaker** - Director's Seminar, So. Dakota Dept. of Game, Fish and Parks -- "What have we learned from 20 years of human dimensions inquiry and application?" (1994)
- **Moderator** - In-service Education Workshop on Sustainable Agriculture. (1992)
- **Writer** - Natural Resources Extension column "Notes on New York's Wildlife" for the New York Sportsman magazine. (1980-91)
- **Member** - Program review team (faculty rep.): Allegany Co. Coop. Extension Assoc. (1990)
- **Co-Chair** - Symposium on "Challenges in the Conservation of Biological Resources." (1989-90)
- **Member** - Nat'l. Extension Fish & Wildlife Specialist Workshop planning Cmte.. (1989-90)
- **New York Representative** - Northeast Forest Resources Extension Cmte.. (1988-90)
- **Member** - Curriculum Development Cmte., 4-H Urban/Suburban Wildlife Habitat Improvement

- Project. (1988-90)
- **Member** - Nat'l. Fish & Wildlife Extension Specialists Workshop planning Cmte.. (1987)
 - **Instructor** - CCE program development and evaluation in-service education. (1986-87)
 - **Advisor** - Extension faculty (Colleges of Human Ecology, and Agriculture & Life Sciences) on program development and evaluation, including 4-year plan of work development for statewide major programs. (1986-87)
 - **Evaluator** (or evaluation advisor) for: Natural Resources 4-H Program; 1st Eastern Wildlife Damage Control Conference; "Woodland Management" home study course; international symposium on the "Economic and Social Values of the Wildlife Resource"; woodland management workshop series; and "Managing Woodlands for Timber" bulletin
 - **Presenter** - Presentations on integration of wildlife values in woodland management activities of private landowners for "Woodland Management Workshop" series. (1983-84)
 - **Chair** – “Woodland Management” Home Study Course Development Cmte. (representatives of CCE, SUNY College of Environmental Science and Forestry, and NYS Dept. of Environ. Conserv.). Coordinated development of Woodland Management home study course, administered pilot implementation, evaluated course, and recommended revisions. (1982-84).
 - **Co-Leader and Principal Writer** - Extension project sponsored by USDA Forest Serv. (NE Area-State & Private Forestry) -- "Incorporating Wildlife Enhancement Practices in Private, Non-industrial Forestland Planning: An Aid for State Service Foresters", developed in cooperation with Nat. Resources Unit, USDA Cooperative Extension Service, Washington, DC. (1981-83)
 - **Presenter** - Presentation and discussion leader on "Quality in 4-H Programming" during Northeast Regional 4-H Leaders' Workshop. (1982)
 - **Cooperator** - Extension project for USDI F&WS - "Documentation of the Eagle Hacking Program at Montezuma National Wildlife Refuge - A Case Study." (1981)
 - **CCE Representative** - NYS Dept. of Environ. Conserv. "Statewide Forest-Wildlife Issues Cmte." (1980-81)
 - **Co-Leader** – USDI/ FWS Extension education project "Predation and Northeast Birds of Prey." (1979-80)
 - **Directed** - Preparation of a comprehensive extension education program prototype on "Predation and Northeastern Birds of Prey" for USDI F&WS, Region 5. (1979)
 - **Member** - "Natural Resources 4-H Extension Needs Assessment Cmte." (1978)
 - **Instructor** - Natural Resources 4-H Teen Leaders Program. (1978)
 - **Presenter** - Presentation on the sportsman's image and theoretical background on image formation during Sportsmen's Conservation Workshop. (1978)
 - **Instructor**- Instructor for wildlife management during 4-H Field Days. (1977)
 - **Presenter** - Panel participant discussing sportsman-conservationists' image for NYS Conservation Council Conference. (1976, 1978)
 - **Instructor** - Instructor for forest ecology in NR 4-H Teen Leaders Program. (1976)

TEACHING AND ADVISING RESPONSIBILITIES 2008-present

Weekly, informal graduate research seminar on “Human Dimensions of Fish & Wildlife Management” (co-led with Professors Knuth, Stedman, and Broussard Allred); Fall & Spring semesters

INSTRUCTION CONTRIBUTIONS (examples):

- **Instructor**—“Integration of Human Dimensions into Natural Resources Decision-making;” part of NR529, College of Natural Resources, Colorado State Univ. and the Western Assoc. of Fish & Wildlife Agencies’ Human Dimensions Education Training Program. (7-11 Aug. 2006)

- **Co-Instructor** - NR 330 “Human Dimensions in Natural Resource Management” - College of Natural Resources, Colorado State Univ. (1992)
- **Coordinator** - Resource Policy and Human Studies Spring Semester seminar series (1991)
- **Co-Instructor** – “The Policy Process in Albany” (January 1990, intersession)
- **Co-Instructor** - NR 493 Hatfield Seminar "Economics and Natural Resources" (1989)
- **Co-Instructor** - NR 604 Seminar “Great Lakes Policy Education Issues” (1988)
- **Co-instructor** in “Human Dimensions in Wildlife Management” seminar (Fall 1982)
- **Guest Lecturer** in “Principles of Wildlife Management” - human dimensions
- **Guest Lecturer** in “Wildlife and Agriculture” - farmer perceptions of crop damage by deer
- **Guest Lecturer** for Communication Arts course "Communicating Public Service Information" - the image concept in public service information programming
- **Guest Lecturer** for "Natural Resource Policy, Planning, and Administration" - program evaluation
- **Guest Lecturer** in "Natural Resources and Marine Extension Programming" - survey research methodology for program evaluation
- **Guest Lecturer** in "Natural Resources Policy" - policy and planning research overview
- **Guest Lecturer** in “Introductory Wildlife Biology” - human dimensions of wildlife management
- **Guest Lecturer** in “Policy and Human Studies Seminar” - wildlife acceptance capacity
- **Guest Lecturer** in “Principles of Fisheries Management” - communication in management
- **Guest Lecturer** in “Natural Resources and Marine Extension Programming” - leading a diverse natural resources extension program
- **Guest Lecturer** in “Wildlife and Agriculture” - extension wildlife programming

SUMMARY OF RECENT & CURRENT FUNDING (2008/2009)

- **Grants/Contracts/Gifts**

<p>CUAES Hatch Project (Decker) Developing knowledge to manage economic, health, and safety risks of wildlife for individuals and communities in NY</p>	<p>\$84,000 (total award)</p>
<p>National Park Service/Great Lakes Northern Forest Cooperative Ecosystem Studies Unit (Decker) Human dimensions of highly pathogenic avian influenza: understanding Perceptions of risk and identifying implications for developing effective communication messages</p>	<p>\$246,000 (total award)</p>
<p>National Park Service/Great Lakes Northern Forest Cooperative Ecosystem Studies Unit (Decker) Understanding the human dimensions of human-wildlife habituation: Developing knowledge for interventions to foster positive interactions between people and wildlife</p>	<p>\$93,000 (total award)</p>
<p>NYS Dept. of Environ. Conserv. (Decker, & Knuth) Public attitudes toward wildlife and its accessibility (2009-2010)</p>	<p>\$290,000 (annual award)</p>
<p>CCSF Academic Venture Fund (Cooch, Blossey, Decker, et al) Managing sources of uncertainty for sustainable resources management (workshop)</p>	<p>\$35,000 (total award)</p>

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| NYS Dept. of Env. Conservation (Curtis & Decker)
A comprehensive, integrated ecological and human dimensions research agenda to support policy and management actions for coyotes in NY | \$428,308 (total award) |
| NYS Dept. of Env. Conservation (Brown, Decker, & Knuth)
Public attitudes toward wildlife and its accessibility (2006-2009) | \$240,000 (annual award) |
| CUAES Hatch Project (Decker & Knuth)
Human dimensions inquiry to improve community-based wildlife and natural resources management | \$125,000 (total award) |
| The Wildlife Society (Lauber, Decker, & Knuth)
US Fish & Wildlife Service, US Geological Survey, and professional societies: a survey for The Wildlife Society | \$51,665 (total award) |
| National Park Service, USDOJ (Decker)
Addressing the human dimensions of wildlife management issues in National Parks: a collaborative graduate training program | \$385,700 (total award) |
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| • Pending Grants | |
| CUAES Multistate Project (Krasny, Decker, et al.)
Understanding motivations and participation patterns in natural resource-based recreation and conservation project volunteerism as forms of civic ecology | \$375,000 (total request) |
| CO Div of Wildlife (Decker, Enck)
Identifying objectives, evaluating program, and designing effective activities for hunter recruitment and retention | \$50,000 (total request) |

FUNDING HISTORY

- **Human dimensions inquiry to improve community-based wildlife and natural resources management.** Hatch Project NYC-1477233 (\$25,000 annual award; 2003-2008).
- **Public Attitudes Toward Wildlife and Its Accessibility.** NYS Department of Environmental Conservation (\$3,930,800; 1977-2008).
- **US Fish & Wildlife Service, US Geological Survey, and professional societies: a survey for The Wildlife Society.** The Wildlife Society (\$51,665; 2006-2007).
- **Addressing the human dimensions of wildlife management issues in National Parks: a collaborative graduate training program.** USDI National Park Service, (\$385,700; 2002-2007).
- **Black Bear Management Issue Education: A Practitioners' Guide.** NEWDMR&O Cooperative (\$27,664, 2005-2006).
- **New York Farm Viability Institute.** NYS Dept. of Agric. & Markets (\$370,000; 2004-2005).

- **Community-based Deer Management in the Northeast – A Practitioners’ Guide and Experience Anthology.** NEWDMR&O Cooperative (\$19,580; 2003-2005).
- **Community Collaboration for Northern Forest Conservation and Development.** NE States Research Cooperative (\$40,000; 2003-2005).
- **Attitudes of Wildlife Professionals Towards and Participation in Hunting.** R.K. Mellon Family Foundation match with American Wildlife Conservation Partners funding (\$5,500; 2003-04).
- **Predator-Prey Management Planning.** Alaska Dept. of Fish and Game (\$56,411; 2002-03).
- **Wildlife Acceptance Capacity of Stakeholders: White-tailed Deer in the Northeast.** NEWDMR&O Cooperative (\$21,500; 2001-03).
- **Understanding Diverse Stakeholders in Wildlife Management.** Hatch Project NYC-1477403 (\$25,000 annual award; 1996-03).
- **Practitioners’ Guide to the Human Dimensions of Wildlife Damage Management.** NEWDMR&O Cooperative (\$19,800; 2000-02).
- **Human Dimensions of Wildlife Management in North America** (preparation of textbook). The Wildlife Society (\$68,500; 1998-01).
- **Social Feasibility of Wolf Restoration in Northern NY.** Defenders of Wildlife (\$54,000; 1998-99).
- **Human Dimensions of Elk Restoration in NY.** Rocky Mountain Elk Foundation (\$45,000; 1996-98).
- **Education and Communication in Wildlife Management/Human Dimensions of Wildlife Management.** Cornell University Agricultural Experiment Station (\$100,000; 1992-96).
- **Beyond Biology: The Role of Communication and Education in Wildlife Management.** Hatch NYC-147403 (\$43,000; 1988-93).
- **New York Wildlife Users Survey.** NYS Dept. of Environmental Conservation - Return a Gift to Wildlife (\$46,795; 1991-92).
- **Planning for Wildlife: Incorporating Wildlife Needs into Local Land-use Decisions.** NYS Dept. of Environmental Conservation - Return a Gift to Wildlife Program (≈\$100,000, 1991-92).
- **TWS Membership Survey.** The Wildlife Society (\$5,900; 1991).
- **Master Woodland Steward Program.** NYS Dept. of Environmental Conservation, Ruffed Grouse Society, National Wild Turkey Federation, NY Forest Owners Association (≈\$40,000; 1991).

- **Planning the Elements of a Policy Education and Informed Citizen Participation Program on Sewage Sludge Disposal Alternatives.** NY City Dept. of Environmental Protection (\$159,600; 1990-91).
- **Challenges in the Conservation of Biological Resources** (Symposium and book preparation). USDA Forest Service and USDI Fish & Wildlife Service (\$11,000; 1990-91).
- **Trapper Characteristics, Preferences and Demand Responsiveness in New York.** Northeast Forest Experiment Station, USDA Forest Service Coop. Agreement No. 23-457 (\$5,500; 1989-91).
- **Building Coalitions for Stewardship: Identifying Common Agendas for Land-use Planning in the 1990s.** NYS Dept. of Environmental Conservation, Division of Forest Resources (\$5,330; 1990).
- **Causes, Characteristics and Impacts of WIMPs.** Hatch Project NYC-147420 (\$5,000; 1990).
- **Wildlife Damage Management Extension Program.** NYS Dept. Agric. & Markets (\$74,000; 1989-90).
- **NSF Research Training Grant Proposal in Conservation Biology.** Co-PI (\$1.29 million.) Submitted 1989-90.
- **Reducing White-tailed Deer Damage to Fruit Orchards and Commercial Nurseries: Research, Extension, and Management.** USDA-APHIS-ADC (\$258,000; 1988-90).
- **Hunting and Wildlife Management Teaching Supplement for the NY 4-H Shooting Sports Program: Materials Development and Production for Pilot-test and Evaluation.** NY 4-H Foundation, (\$10,000; 1988-90).
- **Deer-related Vehicular Accidents: An Assessment of Property Damage and Personal Injury.** Hatch Project NYC-147416 (\$25,500; 1987-90).
- **Conservation Biology: Implications for Wildlife Educators and Managers.** Center for Environmental Research (\$5,000; 1989).
- **Survey of Practicing Foresters in the Northeast.** Connecticut Ext. Service (\$3,000; 1989).
- **Issue-Evolution and Policy-Formulation Processes in Natural Resource Management: The Great Lakes Situation.** NY Sea Grant Institute (\$1,500; 1988-89).
- **Evaluation of 'Return a Gift to Wildlife' Marketing Program.** NYS Dept. of Environmental Conservation (\$50,000; 1988-89).
- **Development of a Behavioral Model of Lake Ontario Boat Angling.** NY Sea Grant Institute (\$72,000; 1987-88).
- **Creel Expectations and Preferences of Lake Ontario Salmonid Boat Anglers: The View of Organizational Opinion Leaders.** NY Sea Grant Institute (\$3,000; 1987-88).
- **Meta-analysis of Human Tolerance of Wildlife Nuisance and Damage.** Hatch Project NYC-

147446 (\$7,000; 1987-88).

- **Animal Deterrents in Electrical Substations.** Empire State Electric Energy Research Corp. (\$57,000; 1987-88).
- **Analysis of Nonconsumptive Wildlife Use on Forest Service and BLM Lands.** USDA Forest Service (\$9,900; 1987-88).
- **Hunting Leases as an Alternative Income Source for Rural Landowners in NY.** Hatch Project NYC-147412 (\$5,000; 1987-88).
- **Evaluation of Recreational Hunting as a Deer Management Tool in Orchard Areas.** USDI Fish & Wildlife Service (\$71,600; 1985-88).
- **Increasing Wildlife Habitat Improvement Practices on Private Forestlands.** Ruffed Grouse Society (\$40,000; 1984-88).
- **Economic and Social Values of the Wildlife Resource** (International Symposium). USDI Fish & Wildlife Service (\$5,000); National Wildlife Federation (\$1,000); Wildlife Management Institute (\$300); New York Chapter-TWS (\$500) (1986-87).
- **Deer Damage to Orchards in NY.** Hatch Project NYC-147444 (\$10,000; 1985-87).
- **Public Perceptions of Wildlife and Tolerance of Wildlife Nuisance and Damage in Suburbia.** Hatch Project NYC-147442 (\$18,800; 1984-87).
- **Guide to Managing Human Activity on National Wildlife Refuges.** USDI Fish & Wildlife Service (\$6,545; 1985-86).
- **Project EASI: In Search of an Evaluation Assistance/Support Incentives Network to Meet the Evaluation Needs of Cornell Cooperative Extension.** Smith-Lever and F.G. Snyder Scholarship Fund (\$4,000; 1985-86).
- **Determining Costs of Deer Damage to Orchards and Mitigation Measures Acceptable to Growers.** Hatch Project NYC-147 (\$19,000; 1984-85).
- **Analysis of Use Patterns Shared by Hunters and Other Wildlife Users.** USDI Fish & Wildlife Service (\$22,700; 1983-84).
- **Patterns of Consumptive and Nonconsumptive Wildlife Use.** Hatch Project NYC-147407 (\$22,500, 1981-83).
- **Improving Wildlife Management Training for State Service Foresters.** USDA Forest Service (\$23,700; 1982).
- **Artwork for NY's Wildlife Resources Series.** American Wildlife Res. Found. (\$1,000; 1981).
- **Impacts of Tourism, Upper Delaware River Valley.** USDI National Park Service (\$59,400, 1980-81).
- **Raptor Bulletin/4-H Leader's Guide.** USDI Fish & Wildlife Service (\$9,900; 1980).

- **Development of a Nonconsumptive Wildlife Survey Instrument.** USDI Fish & Wildlife Service (\$21,000; 1980).
- **Artwork for Field Guide to Freshwater Fishes of NY.** American Wildlife Research Foundation (\$1,000; 1980).
- **Recreation Impacts on the Delaware River.** Hatch Project NYC (\$3,500; 1979-80).
- **Behavioral Aspects of Hunting and Wildlife Management.** Hatch Project NYC-147407 (\$7,500 per year; 1977-80).
- **Raptor Educational Package.** USDI Fish & Wildlife Service (\$6,600; 1979).
- **Methods of Improving Access to the Great Lakes.** NY Sea Grant Institute (\$32,000; 1977-78).
- **Identification of the Image of the Bureau of Wildlife (NYSDEC) Held by Residents in the Peripheral Adirondack Area of NY.** (W-145-R-1), NYS Dept. of Environmental Conservation (\$9,600; 1975-76).

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