

## PARTNERS IN FLIGHT NEWSLETTER

<http://www.partnersinflight.org>



## October 2002

### NATIONAL

#### *North American Landbird Conservation Plan*

Partners In Flight is currently writing the North American Landbird Conservation Plan which will portray geographic and habitat priorities for land bird conservation across the continent. PIF has spent the last six years producing detailed Bird Conservation Plans at the level of states and physiographic areas ([www.PartnersInFlight.org](http://www.PartnersInFlight.org)), but there has been continued interest in a continental plan as well. The Continental Plan will in no way replace plans at the state, physiographic area or BCR level. It will rather provide a summary overview of the continental situation for 449 species of landbirds.

One anticipated feature of the Continental Plan is the Partners In Flight Watch List – those species scoring highest according to the PIF species assessment process (<http://www.rmbo.org/pif/pifdb.html>). To ensure the scientific integrity of the Watch List, the Partners In Flight Technical Committee has undertaken a full review and update of the species Global Scores.

- Population Trend scores have been updated from the latest Breeding Bird Survey (BBS) data and analysis.
- Analysis of Christmas Bird Count data has been used for some species to corroborate or replace population trend data from the BBS.
- The Continental Plan is being developed in full coordination with Canada and with increasing coordination with Mexico. For example, Mexican ornithologists have tentatively assessed a number of species and Mexican scores for “border birds” were used in many cases.
- Relative Abundance from the BBS has been replaced by an estimate of the species’ actual continental population size. This is the result of some creative new estimation methodology. We’ll be particularly seeking comment and input from other studies, individuals and sources that may have independent population estimates for any of these species.
- Rather than using the total score of the six assessment attributes as was done for the 2000 Watch List (Pashley et al. 2000), we are proposing to use a modified method that adjusts for some high correlations among species’ attributes.

- We also have developed a list of “characteristic species” which include those species that may not be rare or declining but which are integral to the biotic integrity of large habitats or regions. These species, along with the Watch List species, will be addressed as species suites in the plan.

Finally, although PIF has scored species other than landbirds for many years, we are not reviewing, updating or including the scores for those species being championed by other major bird initiatives (waterfowl, shorebirds, waterbirds). Nonetheless, we will work with the other initiatives toward what we believe is a scientifically sound goal of having all bird species assessed according to a single system, from Canada to Argentina. It is clear that our Canadian and Mexican colleagues would like to see this from the U. S. —Terry Rich ([terry\\_rich@fws.gov](mailto:terry_rich@fws.gov))

### ***NMBCA Awards***

The response to the first Neotropical Migratory Bird Conservation Act request for proposals was outstanding. 290 proposals from 33 countries and 31 U. S. states were submitted and, according to a number of experienced proposal reviewers, the quality was very high. More than \$25 million in grant funds were sought and more than \$95 million in matching funds were offered for an average match of 3.7:1. Obviously, this far exceeded the \$3 million in grant funds available. The 32 winning projects include 26 countries and 17 U. S. states. This tremendous demand and high quality is exactly what was needed to demonstrate the keen interest in bird conservation action that many of us felt was out there. Efforts are already underway to convert this great response into an increased authorization and appropriation in the near future. To keep track of the Request for Proposals for FY03, check <http://birdhabitat.fws.gov>. —Terry Rich ([terry\\_rich@fws.gov](mailto:terry_rich@fws.gov))

### ***Asilomar Proceedings***

C. J. Ralph, Terry Rich and Linda Long continue to review papers and assemble the contents of the Asilomar proceedings. Between 150 and 250 papers are expected to be completed, reviewed and revised in time at a total cost of \$60,000-\$100,000 for the final products (hard copy, CD and web versions). Currently, about \$40,000 is in hand so we are still looking for more funding. One cost-cutting option is to reduce the number of papers published. Under this scenario, priority will be given to those peer-reviewed and revised papers with earlier acceptance dates. —Terry Rich ([terry\\_rich@fws.gov](mailto:terry_rich@fws.gov))

### ***North American Ornithological Conference***

Following the very successful IAFWA meetings in Big Sky, MT, a number of Partners In Flight partners went directly to New Orleans for the 3<sup>rd</sup> NAOC. The NAOC meets every four years with the objective of getting all the ornithological societies in the hemisphere together in one place. This arguably was the largest gathering of ornithologists ever, with around 1400 meeting for over 700 scientific presentations, several symposia, numerous meetings and one hurricane. If you are not a member of at least one of the professional ornithological societies, please join. This is where conservation and science cross paths. See the Ornithological Societies of North America web site for starters (<http://www.nmnh.si.edu/BIRDNET/OSNA/>).

### ***Waterbird Conservation for the Americas***

At the recent meetings in Big Sky, MT and New Orleans, the first version of the North American Waterbird Conservation Plan, "Waterbird Conservation for the Americas," was officially unveiled. Check out the new waterbird conservation web site, which has downloadable files and information on how to order a hard copy of the complete plan: <http://www.waterbirdconservation.org/>.

### ***NAWCA Small Grant Deadline 29 November***

The North American Wetlands Conservation Act small grant proposals are being accepted through 29 November 2002. The same requirements for the standard NAWCA grants program apply (e.g. must be habitat projects with a wetland component, have a non-Federal match, involve partnerships, benefit priority migratory birds, etc.), however the application is MUCH simpler! Up to \$2 million total is available in 2003, with an individual grant request maximum of \$50,000. Go to <http://birdhabitat.fws.gov> for application information; click on "Wetlands Grants Program", then "U.S. Small Grants."

### ***USFWS Landowner Incentive Program (LIP) and Private Stewardship Grant Program Notices, Guidelines & RFPs (FY2002)***

Here is information on two of the funding programs that are available to states. This is a potential funding source for some of the projects from our Partners In Flight Bird Conservation Plans. Talk with your state colleagues to learn about the possibilities.

## **Landowner Incentive Program**

The LIP will award competitive grants to State fish and wildlife agencies to establish or supplement programs that provide assistance to private landowners to benefit species at risk. An IAFWA Work Group of State fish and wildlife agency staff worked with the USFWS in developing the draft guidance and criteria.

State agencies must submit their grant proposals to the Service's Federal Aid Office in Arlington no later than **2 December 2002** to be eligible for consideration for some of the \$34.7 million available in the LIP. The Service's External Affairs bureau is administering a \$4 million Tribal Landowner Incentive Program, for which guidelines have not yet been issued. See <http://www.cfda.gov/public/viewprog.asp?progid=1585> for general information. More detailed instructions should be available soon at: <http://grants.fws.gov/>.

## **Private Stewardship Grants**

The Private Stewardship Grant Program (PSGP) will award competitive grants directly to local governments, NGOs, and citizens for projects on private lands that conserve species "at risk." For the purposes of the PSGP, an "at-risk species" is any species formally recognized as a species of conservation concern, such as species listed by a State or Territory. We recommend that you contact your State natural resources agency to determine which species are recognized as species of conservation concern. Deadline for this program also is **2 December 2002**. See <http://endangered.fws.gov/grants/> for information.

## ***Webless Migratory Game Bird Research Grants***

\$150,000 will be available from the USFWS for new Webless Migratory Game Bird Research (WMGBR) projects beginning May 2003. Study proposals may be on any webless migratory game bird topic identified as a research need in a management plan (national, regional, or state), the 1994 book entitled *Migratory Shore and Upland Game Bird Management in North America* (copies available from David Dolton), or a regional technical committee priority list. The primary purpose of the WMGBR Program is to promote scientifically meaningful and useful webless migratory game bird research. Our goal is to fund the highest priority and best designed studies. **Proposals are due no later than November 15, 2002.**—David Dolton ([David\\_Dolton@fws.gov](mailto:David_Dolton@fws.gov))

## ***New interactive web site for Northern Region Landbird Monitoring Program***

The Northern Region Landbird Monitoring Program has collaborated with the Cornell Laboratory of Ornithology to provide an interactive, map-based web site to aid researchers, managers, and the interested public in exploring our database. This site can be found as a link from our Program's web site at

<http://biology.dbs.umt.edu/landbird/landbird.htm>. The Northern Region Landbird Monitoring Program was initiated by the USDA Forest Service in 1993 so that managers might better understand the habitat relationships of landbirds that breed in the northern Rocky Mountains and, in the future, might be able to assess longer-term landbird population trends. The dual focus of the program is to produce short-term results on habitat relationships and management questions as well as long-term trend monitoring. The trend-monitoring design consists of over 300 transects located along roads or trails, each transect consisting of 10 permanently marked points, at which bird point counts are conducted according to standard methods. Transects were located in a geographically stratified random fashion across the region on Forest Service lands and lands of several cooperating agencies.—Jock Young ([bioljys@selway.umt.edu](mailto:bioljys@selway.umt.edu))

### ***American Birding Association Volunteer Opportunities Directory***

The "Opportunities for Birders" directory published by the American Birding Association has been a PIF-related project run by ABA for a number of years. ABA will be publishing its twelfth annual directory in February 2003. Before the end of this year, ABA also will post the directory on the web. More than 3,500 people each month read the web directory. The directory will list bird-related volunteer opportunities in the U. S., Canada, Latin America, and elsewhere. To include your PIF-oriented projects in the 2003 directory, **ABA will need listings by 25 October**. There is no charge for a listing. Preferences for receiving your submissions are (in order): by completing the form on ABA's website, <http://americanbirding.org/opps/voldiindex.htm>; by E-mail as attached files; on floppy disk by mail; as typed copy by mail; as typed copy by fax. Please make sure that the text you send follows the guidelines set out in the web site instructions.—Paul Green ([paulgrn@aba.org](mailto:paulgrn@aba.org))

### ***EPA Launches the Watershed Initiative***

In celebration of the Year of Clean Water and the 30<sup>th</sup> anniversary of the Clean Water Act, \$21 million has been requested for next year's EPA budget for this new Watershed Initiative. EPA plans to select up to 20 watersheds throughout the country for grants to support promising watershed-based efforts toward cleaner water. EPA has issued a call for nominations from Governors and Tribal Leaders of the most meritorious watersheds and accompanying protection or restoration plans. Focusing on results, broad support and partnerships, innovation, and compatibility with other federal or state programs will be key to a successful nomination proposal. If the FY 2003 appropriations request for the program is approved, awards will range from \$300,000 to \$1,300,000. The **nomination deadline is 21 November 2002**. Selections are expected to be announced in January, 2003 so that work to

improve watershed health can begin as soon as possible. For more information, see <http://www.epa.gov/owow/watershed/initiative>.

### ***NABCI Web Site Update***

Check out the North American Bird Conservation Initiative's US web site (<http://www.nabci-us.org>) for downloadable outreach tools, including: NABCI Questions & Answers document, NABCI Fact Sheet, and a 20-minute NABCI PowerPoint presentation.—Roxanne E. Bogart ([Roxanne\\_Bogart@fws.gov](mailto:Roxanne_Bogart@fws.gov))

### ***Swift Night Out***

Although this year's action is passed, here's what was proposed and what likely could become another great annual event involving ever more people. "We propose that over the next couple of weeks you locate a Chimney Swift or Vaux's Swift roost in your area. Then on one night over the weekend of September 6,7,8, you observe the roost at dusk and estimate the number of swifts that enter. When you have your number, contact us with your results. We will set up a page on our web site to compile the results as they come in." For last year's results, click on <http://www.concentric.net/~Dwa/page68.html>.-- Driftwood Wildlife Association ([dwa@conentric.net](mailto:dwa@conentric.net))

### ***Southeast National Park Service Bird Conservation Initiative***

In 1999, the Southeast Region of the [National Park Service](#) (NPS) recognized the important role that southeastern NPS units play in regional, national, and international bird conservation by funding a two-year project to "Coordinate and Implement North American Bird Conservation Initiative (NABCI) Strategies into the Southeast Region, National Park Service." The intent of the Southeast Region Bird Conservation Initiative is to integrate NABCI bird conservation strategies into planning and operations of the southeastern NPS units. One new tool is the availability of 5 different tables that have contact information for NPS units, PIF Regions, BCRs, NPS Inventory and Monitoring Networks, and States, for the entire country.—J. Keith Watson ([Keith\\_Watson@fws.gov](mailto:Keith_Watson@fws.gov))

### ***Optics for the Tropics***

Joni Ellis initiated Optics for the Tropics (<http://www.opticsforthetropics.org/>) in September 2001 to provide binoculars to ornithologists in the Caribbean where equipment is lacking, and to provide an opportunity for partnerships to develop between projects/programs and people in N. America and the Caribbean. Eagle Optics agreed to provide Ranger 10x50 waterproof/fog proof binoculars at a

special rate, matching donations dollar for dollar. Southeast Partners in Flight agreed to adopt the program and promote partnerships. Funding has been provided the by National Fish and Wildlife Foundation (NFWF), private donations and in-kind services. To get started, NFWF provided a \$5,000 small grant with a match from Eagle Optics and in-kind services provided by Florida Fish and Wildlife Conservation Commission. The program has received and fulfilled the requests for 11 applications in its first year, sending 45 pairs of binoculars, 3 scopes, 6 field guides and other equipment and education materials. Two additional applications were forwarded to Birder's Exchange for equipment we did not have. —Joni Ellis ([joni@wild-florida.com](mailto:joni@wild-florida.com))

### ***Huitzil – Journal of Mexican Ornithology***

HUITZIL is a new on-line scientific journal created to promote the interchange of information about the birds of Mexico. The numbers in the electronic format can be obtained and printed free of charge through the internet at <http://www.huitzil.net/>. Papers are published in five sections: 1) Scientific, 2) Results of surveys, 3) New records and range extensions, 4) Conservation, and 5) Teaching ornithology. Manuscripts already formatted according to the Editorial Guidelines of HUITZIL should be sent via email to [editor@huitzil.net](mailto:editor@huitzil.net). In exceptional cases, where the author does not have access to email, manuscript files will be received on a 3.5-inch diskette sent via normal mail to Dr. Raúl Ortiz-Pulido, CIB-UAEH, A.P. 69, Pachuca, Hidalgo, 42001, México.

### ***First Annual Yucatan Bird Festival***

The First Annual Yucatan Bird Festival (16-24 November 2002) has been organized by a committee of volunteer conservationists from local NGOs, ecotourism travel agencies and guides working alongside state government representatives, in particular from the Secretary of Tourism. I have been given the honor of chairing the committee. The objectives of the festival combine the strategy for conserving birds and habitat in the region, while meeting those for human development. But only with your participation - whether joining us in the "xoc ch'ich" (bird-a-thon), sending others, or promoting the event through your many contacts (articles, web pages, bird clubs, travel agencies etc.) will it be a success. [Editor's note: the web site <http://www.mayayucatan.com.mx> was not functioning when I tried it.] For more information, see the article in ABA's newsletter "Winging It" (August 2002, p. 5) or contact me.—Barbara MacKinnon ([barbaram@sureste.com](mailto:barbaram@sureste.com))

### ***Bicknell's Thrush Web Site***

This web site ([http://www.ns.ec.gc.ca/wildlife/bicknells\\_thrush/e/index.html](http://www.ns.ec.gc.ca/wildlife/bicknells_thrush/e/index.html)) was inspired by one of North America's newest bird species — Bicknell's Thrush.

Researchers and conservationists with an interest in this bird have pooled their knowledge to bring you the latest information from Canada, the United States and the Caribbean. Rich with photos, sounds, video, data and details, this site should serve as a starting point for anyone wanting to know more about the species.—Dean Demarest ([dean\\_demarest@mail.dnr.state.ga.us](mailto:dean_demarest@mail.dnr.state.ga.us))

### ***IMBD Follow-up Prize Winner***

Thanks to all who submitted "memorabilia" or follow-up information on their IMBD 2002 events. The winner of the drawing from the submitters was Linda Vidal, who promotes and collates information on IMBD events in Colorado. Linda will receive a prize of shade grown coffee and mugs. Remember: A prize is not the only reason to share your IMBD memorabilia -- we'll take it any time.—Jennifer Wheeler ([IMBD@fws.gov](mailto:IMBD@fws.gov)) and Susan Bonfield ([sbonfield@aol.com](mailto:sbonfield@aol.com)).

### ***Upper Klamath Basin Bird Monitoring Program 5-year Report***

The Upper Klamath Basin Bird Monitoring Program 5-year Report is available in both Adobe PDF and MS Word at <http://www.klamathbird.org/Reports/UK/UK.html> under the Upper Klamath Basin Bird Monitoring Project 1997-2001 links.—John D. Alexander ([jda@KlamathBird.org](mailto:jda@KlamathBird.org))

### ***The Condor Archive Project***

*The Condor* is an international journal of avian biology published since 1899 by the Cooper Ornithological Society. The full content of any *Condor* article appearing in volumes 1 through 102 (years 1899 through 2000) now can be downloaded or displayed for free from a search-capable archive maintained at the University of New Mexico. To access this body of literature, visit <http://www.cooper.org> and click on the [archive](#) link. The full content of the Society's other series – Studies in Avian Biology (formerly Pacific Coast Avifauna) – also will soon be posted.—Terry Rich ([terry\\_rich@fws.gov](mailto:terry_rich@fws.gov))

## **MEETINGS**

### ***2002 Meeting Of The Waterbird Society***

The 26<sup>th</sup> annual meeting of the Society will be held 6 - 10 Nov 2002, at the Radisson Hotel, La Crosse, WI. We invite you to share your interests, ideas and knowledge of waterbirds by attending this meeting. Visit <http://www.nmnh.si.edu/BIRDNET/CWS/index.html> for details. —Betty Anne Schreiber ([SchreiberE@aol.com](mailto:SchreiberE@aol.com))

### ***Next National Partners In Flight Meetings***

The 68<sup>th</sup> North American Wildlife and Natural Resources Conference is scheduled for 26-30 March 2003, in Winston-Salem, North Carolina. The 68<sup>th</sup> Conference theme is *Meeting the Challenges of Modern Conservation*. Watch <http://www.wildlifemanagementinstitute.org/> for details. The Partners in Flight Steering Committee will meet for two days prior to the North American. Details on those meetings are TBA.—Terry Rich

### ***Joint Meeting of The Northeast & Southeast Working Groups***

Because many bird conservation issues must be approached within the regional context, the Northeast and Southeast Partners in Flight regional working groups will meet jointly 12-15 March 2003 in Blacksburg, Virginia. This workshop is intended to improve coordination, delivery and evaluation of landbird and all-bird conservation actions already being implemented and stimulate similar progress in new areas. The workshop will highlight ongoing planning, delivery and evaluation efforts contributing to landbird and all-bird conservation goals of Partners in Flight and the North American Bird Conservation Initiative. The program will feature research and/or monitoring efforts in the Southeast and Northeast with potential for evaluating or strengthening the biological foundation of work conducted through these initiatives. A portion of the program will focus on bird conservation issues in the Appalachian Mountains Bird Conservation Region. Abstracts for oral or poster presentations (< 250 words) should be submitted by email to Dr. Jeffrey Walters ([jrwalt@vt.edu](mailto:jrwalt@vt.edu)) by 15 January 2003 or 31 January 2003. See [http://fwie.fw.vt.edu/www/military/PIF\\_Blacksburg.htm](http://fwie.fw.vt.edu/www/military/PIF_Blacksburg.htm) for full details.

### ***The VII<sup>th</sup> Neotropical Ornithological Congress***

The 7<sup>th</sup> NOC will take place in Puerto Varas (X<sup>th</sup> Region), Chile, 5-11 October 2003. Puerto Varas, a friendly town of about 35,000, is 10 km N of Puerto Montt (web searches for this town will succeed), an easy to reach, economical, and well-known travel destination in the beautiful Lake District of Chile. The Puerto Varas Congress Center, with its meeting rooms and related facilities perched on a hill overlooking Lake Llanquihue and the Volcano Osorno, is only an 800-meters walk from downtown Puerto Varas. A variety of pre- and post- tours throughout Chile, including Easter Island and Patagonia, will be offered. The scientific program will include plenary lectures, concurrent symposia sessions, oral papers, poster sessions, and round-table discussions. English and Spanish will be the working languages of the Congress.

Members and non-members of the Neotropical Ornithological Society are encouraged to plan on attending this 2003 quadrennial meeting in Chile.

Membership in the NOS is inexpensive and open to all with interests in the study of birds of the Neotropics, both resident as well as wintering migratory birds. Deadline for proposals for Symposia, Workshops, and Round-tables, oral contributions, and posters abstracts **has been extended to 5 March 2003**. For more information, see <http://www.nocchile.cl>.

### ***Other Meetings***

See meetings listed in the Ornithological Newsletter (<http://birds.cornell.edu/OSNA/ornnewsl.htm>).

## **NEWS OF PEOPLE AND POSITIONS AVAILABLE**

### ***Brian Millsap New USFWS Chief of Migratory Birds***

Brian Millsap has been selected as the new Chief, Division of Migratory Bird Management, USFWS. Brian was with the State of Florida, as the Chief of the Wildlife Diversity Section, Florida Fish and Wildlife Conservation Commission. He received a B.S. degree in Wildlife Management from Colorado State University and an M.S. from George Mason University in northern Virginia. Brian also is currently president of the Raptor Research Foundation.—Cyndi Perry ([cyndi\\_perry@fws.gov](mailto:cyndi_perry@fws.gov))

### ***George Wallace Goes to ABC***

George Wallace has stepped down as Executive Director of Rocky Mountain Bird Observatory and has taken a new position with ABC. You can reach George at American Bird Conservancy, P.O. Box 249, 4249 Loudoun Ave., The Plains, VA 20198, 540-253-5780, [gwallace@abcbirds.org](mailto:gwallace@abcbirds.org).

### ***Joni Ellis New Partners in Flight Education Working Group Chair***

Joni Ellis, who created Optics for the Tropics (see above), is the new chair of the Partners In Flight national Education Working Group. Joni has many years' experience in education and outreach in Florida and in the southeastern region. We thank outgoing chair Susan Bonfield for her long service as chair of this working group. Susan will now have more time to devote to the ever larger task of International Migratory Bird Day. As Partners In Flight produces the new Continental Plan (see above), we also are rethinking the missions and tasks of all our working groups. So, if you have ideas in the education and outreach arena that you think Partners In Flight should be pursuing, please contact Joni ([joni@wild-florida.com](mailto:joni@wild-florida.com))

### ***Scott Gillihan Acting Director at RMBO***

Scott Gillihan will serve as Acting Executive Director until such time as a replacement is selected. You can reach Scott at Rocky Mountain Bird Observatory, 14500 Lark Bunting Lane, Brighton, CO 80603-8311, 303-659-4348 or 970-482-1707, fax 303-654-0791, [scott.gillihan@rmbo.org](mailto:scott.gillihan@rmbo.org).

### ***Playa Lakes Joint Venture Hires New Staff, Sets Up Headquarters***

It's been an exciting year for the Playa Lakes Joint Venture. The JV quadrupled its staff of one (Coordinator Mike Carter). The JV added Brian Sullivan as Biological Team Leader and Debbie Slobe as Communications Team Leader in May, and will add Christopher Rustay as BCR 18 Coordinator by the end of 2002. The team (sans Christopher, who will remain in Albuquerque) now works from PLJV's new headquarters near Denver, Colorado. Currently, the staff is updating the PLJV Implementation Plan which will be finalized for their Management Board meeting in mid-January. Expect great things from this newly ramped up JV – a web site, newsletter, wall-to-wall focus areas and more. New contact information: Playa Lakes Joint Venture, 103 E. Simpson, Lafayette CO 80026; 303-926-0777, fax 303-926-8102, emails: [mike.carter@pljv.org](mailto:mike.carter@pljv.org), [brian.sullivan@pljv.org](mailto:brian.sullivan@pljv.org), [debbie.slobe@pljv.org](mailto:debbie.slobe@pljv.org), [chrustay@aol.com](mailto:chrustay@aol.com).

### ***IAFWA Names New Executive Vice President***

IAFWA president Robert McDowell announced the selection of John G. Baughman as Executive Vice President of the International Association of Fish and Wildlife Agencies (IAFWA). He succeeds R. Max Peterson who is retiring after serving almost 14 years in that position. Mr. Baughman most recently was Director of the Wyoming Game and Fish Department in Cheyenne where he served for the last 6 years. He has a BS in Fisheries from Colorado State University and an MS in Zoology from the University of Wyoming.

John has served in a number of important positions with the Association including Vice President, Member and Chair of the Executive Committee, Chair of the Threatened and Endangered Species Policy Committee and Chair of the Wildlife Damage Management Policy Committee. He also has been President and Vice President of the Western Association of Fish and Wildlife Agencies, Member and Chair of the Colorado River Fish and Wildlife Council, Chair of the Interagency Grizzly Bear Committee, and a member and Chair of the Greater Yellowstone Interagency Brucellosis Committee.—Naomi Edelson ([nedelson@sso.org](mailto:nedelson@sso.org))

### ***HawkWatch Seeking Executive Director***

HawkWatch International (<http://www.hawkwatch.org>) monitors and protects hawks, eagles, other birds of prey and their environments through research, education, and conservation programs. HawkWatch is seeking an Executive Director responsible for the management of personnel, finances, and development efforts, and overseeing implementation of research, conservation, educational, and membership programs. A skilled administrator is sought to work in a team-oriented environment with staff, board, volunteers, and partners, and to guide the organization in achieving its long-term goals. Competitive compensation package offered. Selected candidate will need to start no later than early January 2003. The current Executive Director will assist in training and transition and then depart in late January. For a complete job announcement and application instructions, please visit the HawkWatch web site.

### ***Northern Bobwhite Conservation Initiative Program Coordinator Position***

The Southeast Quail Study Group and Southeast Association of Fish and Wildlife Agencies are seeking a coordinator to work under a three-year grant to facilitate implementation of the Northern Bobwhite Conservation Initiative (NBCI). NBCI is a plan directed at restoring northern bobwhite populations through large-scale habitat conservation across the entire range of the species. The NBCI coordinator will work with a wide variety of federal, state, and private conservation organizations on policies, programs, projects and practices related to agriculture, forestry, and habitat conservation for bobwhite quail and other grassland-forb wildlife species. Close interaction and integration with other bird conservation initiatives will be essential. The application deadline is 8 November 2002. For details, contact Reggie Thackston (478-994-7583) or [reggie@mylink.net](mailto:reggie@mylink.net).

-----  
The next newsletter will be issued on 1 January 2003. Items are due 15 December 2002 to Terry Rich ([terry\\_rich@fws.gov](mailto:terry_rich@fws.gov)) by e-mail only. Please put "Newsletter Item" in the subject line.