



VALUING AND INVESTING IN PEOPLE

Goal: Promote an organizational culture which values and invests in our people to support their professionalism, competency, and innovation as Federal leaders of wildlife damage management.

WS Administrative Employee of the Year—Betsy Marshall, program support assistant at the NWRC Sandusky field station, received the WS Administrative Employee of the Year award at APHIS headquarters in Riverdale, MD, in July. The award, given by the acting Deputy Administrator for WS, was presented for Marshall's critical contribution in financial and administrative management and for the extra effort she has displayed in activities such as Bird Strike Committee—USA that have promoted WS programs to reduce wildlife hazards at airports nationwide.

Cross-Training in Business for an NWRC Scientist—Dr. John J. Johnston, a supervisory research scientist at the Center, has completed a Master's in Business Administration at CSU. Coursework for this 2-year evening program encompassed project management, strategic management, accounting, finance, information technology, regulatory issues, team leadership, and marketing. This opportunity was facilitated by the WS "flex time" work schedule, the proximity of NWRC to the CSU campus, and the ability of NWRC employees to take six free credits per year at CSU. Through management's support and investment in employee growth, NWRC gained current knowledge and skills in a wide variety of pertinent areas.

The Jack H. Berryman Institute Awards—On March 6, 2000, the Jack H. Berryman Institute for Wildlife Damage Management at Utah State University, Logan, UT, presented its 1999 awards at the Nineteenth Vertebrate Pest Conference in San Diego. The Research Award went jointly to

NWRC's Dr. Michael Jaeger and Dr. Dale McCullough of the University of California (UC) at Berkeley for a series of studies that demonstrated the effectiveness of reducing coyote depredation by selectively removing the specific coyotes that kill sheep. Field research was conducted by UC—Berkeley graduate students at the UC—Hopland Research and Extension Center between March 1993 and September 1998.

This annual, national award provides recognition based on recommendations of wildlife professionals throughout the United States. Two other NWRC scientists, Drs. Larry Clark and Richard Dolbeer, have received the award since its inception in 1994.

Degree Recognition—David Goldade, an NWRC chemist and a Ph.D. candidate in the Department of Environmental Health at CSU, received first place recognition for his presentation "Evaluation of Potential Capsaicin Contamination of Maple Sap and Syrup" at the American Chemical Society Agrochemical Division graduate student research competition at the Society's national meeting in Washington, DC, in September 2000. The research is a collaboration between NWRC and the WS Operations Vermont—New Hampshire office.

Goldade's research investigated the potential for capsaicin contamination of maple sap when the sap collection tubing is coated with "hot sauce paste" to deter damage caused by gnawing rodents. The research indicated that the careful selection of tubing type is essential to minimize the probability of contamination.

Publication Recognition—The NWRC 1999 Publications Awards were given to the following journal articles:

Knowlton, F. F.; Gese, E. M.; Jaeger, M. M. 1999. Coyote depredation control: an interface between biology and management. *Journal of Range Management* 52(5): 398–412.

Sacks, B. N.; Blejwas, K. M.; **Jaeger, M. M.** 2000. Relative vulnerability of coyotes to removal methods on a Northern California ranch. *Journal of Wildlife Management* 63(3): 939–949.

These two publications are excellent examples of the scope and quality of research being done by Center scientists to address a variety of wildlife damage-management issues.