

# *Activity and Accomplishment Report*



# Wildlife Management Institute

# 2025







*“WMI is unique. As a non-member organization, WMI brings unconstrained capacity to address emerging issues with a fresh perspective. We are independent, neutral, and unique in our history and tenure.”* -Scot Williamson, VP, WMI

The Wildlife Management Institute believes that wildlife not only reflects the continent's wealth but, in many respects, wildlife is that wealth. Photo: Joshua Blouin.

# Our Mission, Vision, and Values

The Wildlife Management Institute (WMI) is a wildlife conservation organization with a **vision to be the thought-leader for professional management and conservation of wildlife throughout North America.**

WMI fills a unique niche in the wildlife conservation community. WMI carries out their work through an eight-member staff who collectively have 250 years of professional wildlife management experience. WMI staff work with state, federal, and provincial agency partners along with nonprofit conservation partners to identify emerging issue and develop solutions.

In simplest terms, **WMI's mission is to inform, facilitate, and promote professional management and conservation of wildlife throughout North America.** In simplest terms, WMI is an independent, professional conservation organization that works to improve the professional foundation of wildlife management.

**WMI staff use various tools such as research, surveys, facilitated meetings, and their extensive experience to help develop solutions and address conservation challenges.**

WMI's values define how the organization will collaborate within the wildlife management community:



**WMI** operates with objectivity, integrity, and reliability



**WMI** functions as an independent, science-informed thought leader and communicator



**WMI** focuses on innovative, adaptive, and strategic approaches to problem solving



**WMI** employs professional staff dedicated to conservation excellence



**WMI** functions as a flexible, efficient, responsive, and a relationship focused organization

## Dear Colleagues and Conservation Partners,



I am pleased to present our Activities and Accomplishments Report showcasing WMI's contributions to wildlife conservation and management. WMI is a unique nonprofit organization. WMI often works behind the scenes to facilitate effective wildlife management in collaboration with state, federal, provincial, tribal, private, and nonprofit conservation partners - a model that has served our profession well for over 113 years.

The types of projects WMI takes on are diverse but with one common goal: to improve the future of wildlife management. So, how does WMI accomplish this goal?

WMI identifies emerging issues facing wildlife conservation and management and then works towards a solution. In this report you will gain insight into some of our current efforts to collaboratively solve problems facing wildlife conservation and management.

Many of the issues facing wildlife management are technical in nature, such as the loss of excise taxes from offshore purchases that should flow through the Wildlife and Sport Fish Restoration Program and then be allocated to state fish and wildlife agencies. There is currently no mechanism in place to collect these excise taxes. Recognizing this issue, WMI and our partners determined the annual loss in excise taxes from offshore purchases...\$9 million!

Projects such as our new partnership with NASA aim to develop a technical fix to bridge the gap between the remote sensing data collected by NASA and the ability of conservation practitioners to use these data. And WMI continues to support state fish and wildlife agencies in developing R3 strategic plans, their Relevancy Roadmap, and provide agency staff and board of commissioner training to share technical skills.

Other issues facing wildlife management are the result of the finite capacity of agency and nonprofit partners. One tool WMI created to address this issue is the roll out of the Limited Term Employee Program to enhance on-the-ground partner capacity. This program was recently improved by providing medical, dental, vision, and retirement benefits for the LTE positions.

WMI provides administrative support to build partner capacity. WMI staff continue to administer numerous projects such as the Northeast Regional Conservation Needs Program, a cold-water habitat conservation project in the Delaware River watershed targeting eastern brook trout, regional population surveys of goshawks, and New England cottontail restoration.

Looking ahead, WMI remains committed to advancing wildlife management, promoting sustainable management practices, and facilitating collaboration among stakeholders. WMI is dedicated to addressing emerging conservation issues with innovative solutions, ensuring the science-based management of our natural resources.

Wildlife conservation is a team effort. Thank you for your work to ensure future generations can also experience our rich wildlife resources.

*Sincerely,*

**Tony Wasley, President, Wildlife Management Institute**





Photo by: Jennifer Newmark.

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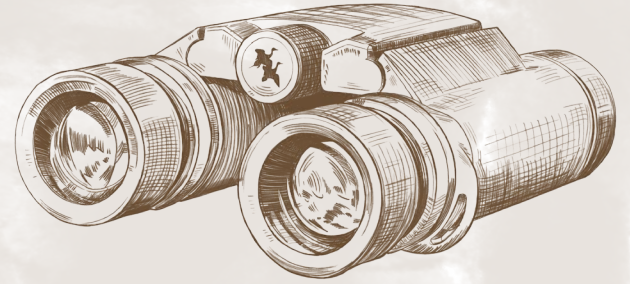
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# WMI Activities & Accomplishments



## 89th North American Wildlife and Natural Resources Conference

For more than 80 years WMI has administered The North American Wildlife & Natural Resources Conference. The conference serves as a pivotal forum for setting conservation policy in North America, bringing together over 1,300 wildlife management professionals from federal, state, and provincial wildlife and natural resource agencies, academic leaders, and heads of nonprofit conservation organizations. The Conference also provides a meeting opportunity for wildlife professionals with the National Military Association.

A highlight of the 2024 conference was the plenary session titled “Old Wine in New Bottles,” which emphasized the necessity for a broader conservation vision. Speakers discussed the importance of learning from past conservation successes while acknowledging the unique sociocultural context of the present day. This theme is expected to play a significant role in future conservation strategies. Plenary speakers included Michigan DNR Director Scott Bowen, WMI President Tony Wasley, US Fish and Wildlife Service historian Mark Madison,

political scientist Leeann Sullivan, and Principle of Constructive Conflict and Executive Director of the Center for Conservation Peacebuilding, Francine Madden.

The Conference offered four special sessions: 1) Conservation Strategies Informed by Wildlife Values, 2) Conservation’s Reflection Deficit Disorder, 3) The End of the Beginning: Getting Relevancy Work on a Firm Foundation, and 4) Improving Conservation Outcomes through Collaboration, Technology, and Endangered Species Act Policy Innovations. In addition to the four special sessions, the conference hosted over 200 topic-specific meetings for wildlife professionals.

Additional Reading: [Old Wine in New Bottles | Wildlife Management Institute](#)

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*The North American Wildlife & Natural Resources Conference serves as a pivotal forum for setting conservation policy in North America, bringing together over 1,300 wildlife management professionals.*

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To date, The US Fish and Wildlife Service has distributed over \$29 billion through the Wildlife and Sport Fish Restoration Program to state fish and wildlife agencies for wildlife conservation and management. Photo: Joshua Blouin.

## Over \$9 Million Annually Lost in Wildlife Conservation Funding

Hunters, anglers, and shooters contribute over \$1 billion each year to support wildlife conservation through the collection of a 10-11% excise tax placed on the sale of firearms, ammunition, archery equipment, fishing tackle, boat equipment, and boat fuel. This funding is directed to the US Fish and Wildlife Service's Wildlife and Sport Fish Restoration Program (WSFR). These excise tax revenues are then distributed to state fish and wildlife agencies and US territories to fund wildlife conservation and management. Since the creation of the Pittman-Robertson Fund in 1937, which created

the first excise tax to fund conservation, WSFR has become the cornerstone of conservation funding in the US, sometimes representing 80% of a state fish and wildlife agency's budget.

WMI spearheaded a project to estimate the loss of excise tax revenue from offshore purchases, assessing the impact on U.S. wildlife conservation funding. A final report, released in February 2024, revealed that over \$9 million in excise taxes are lost annually. There is currently no mechanism in place to collect these excise taxes from offshore purchase.

"Not only does uncollected excise taxes from direct-to-consumer offshore purchases hurt conservation, but this also puts US companies who are collecting the excise taxes at a financial



disadvantage to their offshore competitors,” said WMI’s project lead Dr. Jon Gassett. “The hunting, angling, boating, and shooting industries have enthusiastically supported this excise tax. We need to make sure our US manufacturers get a fair shake.”

WMI and conservation partners will use these findings to work with Congress to close this tax loophole and ensure these critical funds are collected and directed to wildlife conservation.

## NASA and WMI Team up to Improve Biodiversity

Despite the incredible potential of satellite data to enhance wildlife conservation and improve ecosystem management, a significant gap remains between the wealth of information NASA collects and the conservation organizations that need it the most.

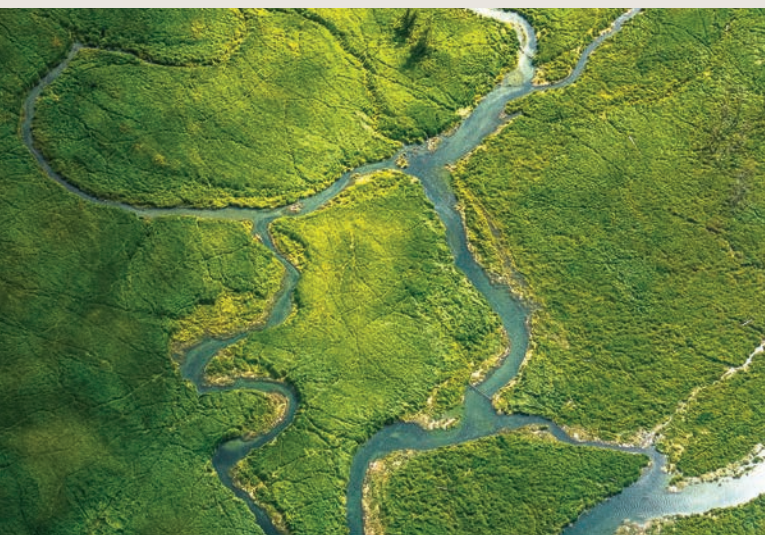


Photo: Joshua Blouin.

This is where a groundbreaking partnership between NASA and WMI is stepping in, working to close the divide and empower those on the front lines of conservation. The goal? To turn data into action, ensuring the tools needed to protect biodiversity are not only available, but accessible, effective, and ready to tackle the evolving landscape of wildlife conservation. WMI was awarded a grant from NASA in 2024 and will begin working on this ambitious project in 2025.

“The results of this project could be a game changer for state fish and wildlife agencies and partners that are implementing on-the-ground landscape-scale conservation projects,” says WMI’s western conservation coordinator Jennifer Newmark.

## Expanding Opportunities for Limited Term Employees to Support Partners

You can’t implement conservation actions without having people on the ground doing the work. Many state fish and wildlife agencies have limits on their employee complement even though the agency has the funds to hire the positions. To solve this problem, WMI has led the way to offer limited term employees (LTE), paid for by the agencies, but administered by WMI.

WMI's LTE program allows agencies to effectively get more professionals in the field. Currently, 11 entities are participating, including seven state fish and wildlife agencies representing Connecticut, Idaho, Iowa, Maine, Nevada, Rhode Island, and West Virginia. WMI is also placing critical LTE positions with groups such as the Atlantic Flyway Council, Trout Unlimited, and the Northeast Regional Fish and Wildlife Health Coordinator as examples.

"We have had a great partnership with WMI in hosting conservation delivery capacity positions across the West for many years," said Dave Smith, Intermountain West Joint Venture Coordinator. "The new LTE program is currently helping us expand field delivery

capacity to assist the Natural Resources Conservation Service in delivering Inflation Reduction Act funding through Farm Bill conservation programs.

By managing administrative aspects such as benefits and compliance, WMI allows these agencies and organizations to focus on their core conservation missions. In 2024, WMI expanded the LTE program by adding 20 new positions and engaging in discussions with additional partners, thereby enhancing the capacity for wildlife management initiatives.

WMI partnered with a Human Resources (HR) organization to enhance the LTE program. This collaboration allowed WMI to offer comprehensive medical, dental, and vision



*State fish and wildlife agencies and our nonprofit conservation partners are using Limited Term Employees, administered through WMI, to fulfill a diversity of roles: administrative assistant, fisheries and wildlife biologist, environmental review staff, forester, wildlife research and assessment, habitat biologist, hatchery technician, private lands biologist, operations, pollinator biologist, R3 coordinator, shooting range officers, and wetland supervisor. Photo: Joshua Blouin.*



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*By providing comprehensive benefits and administrative support, WMI attracts and retains qualified professionals dedicated to conservation efforts.*

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insurance benefits to all LTEs. Additionally, the HR partnership provided ongoing support to navigate human resource concerns, ensuring a robust framework for employee well-being.

This development is significant for the wildlife management profession as it addresses the need for a flexible and efficient workforce. By providing comprehensive benefits and administrative support, WMI attracts and retains qualified professionals dedicated to conservation efforts. The growth of the LTE program contributes to the broader conservation community by ensuring that critical projects are staffed with competent and supported individuals.

## Connecting the Public to Wildlife Conservation

The public won't protect what they don't value.

As the overall population in the US continues to increase, we are witnessing an increase in urban residents, minorities, and immigrant residents who, traditionally, have not been connected to wildlife conservation. At the same time, the number of traditional constituents such as hunters and trappers has continued to decline over the last four

decades. These two divergent trends present a dramatic need to reach out to a broader constituency to engage in ways that enhance the public's awareness of the benefits they receive from wildlife conservation. The consequence of not building awareness, values, and support among a more diverse public represents an ongoing threat to wildlife conservation and management.

Recognizing this threat, WMI hosted conservation relevancy workshops in 2024 for state fish and wildlife agencies to provide





*There is a growing gap between society and nature, and this disconnect puts wildlife management at risk. If society doesn't value nature, why would they support efforts to conserve nature? Photo: New Mexico Department of Game and Fish Commission.*

information on lessons learned from WMI's national efforts to expand conservation relevancy. Agencies are struggling as they often don't know where to start in their relevancy efforts, how to overcome barriers, and identify skills and competences needed to expand their relevancy to a broader constituency. The challenge agencies face is becoming a conduit for more diverse audiences to introduce them to conservation and demonstrate how this will improve their quality of life.

WMI staff are currently working with 11 state fish and wildlife agencies to support their efforts to implement their relevancy roadmap.

## Supporting Agency Partners

Many state fish and wildlife agencies offer limited training to support their board of commissioners' work. Serving on a state fish and wildlife agency board is a complicated and difficult task. Board members must interpret information provided by the agency's staff, review survey data, listen to all stakeholders, and transparently discuss their decisions in public. WMI worked with the Pennsylvania Game Commission to provide three in-person training workshops to support the board's governance skill development.



WMI staff worked with leadership with Colorado Parks and Wildlife to provide a training workshop on the public trust and good governance techniques.

WMI also provided a workshop for the Pennsylvania Fish and Boat Commission to improve officer recruitment and retention. Like many state fish and wildlife agencies, recruiting and retaining officers is increasingly challenging.

WMI helped agencies in Indiana, Kentucky, Massachusetts, and New Jersey develop their hunter and angler recruitment, retention, and reactivation (R3) strategic plans. WMI has been at the forefront in helping agencies complete their first round of R3 strategic plans and several states are now working through their second revision.

WMI developed a comprehensive suite of conservation social science learning modules to enhance decision-making within state fish and wildlife agencies. These modules cover topics such as the fundamentals of conservation social science, methodologies for qualitative and quantitative research, public engagement strategies, and the economics of conservation. The learning modules are customizable, and available in PowerPoint to allow agencies to tailor content with relevant photos and case studies specific to their state.

Additional Reading: [WMI President's Message | Wildlife Management Institute](#)

## Restoring Grasslands

WMI participated in the Midwest Grassland Summit held at the Greater Des Moines Botanical Garden in Des Moines, Iowa. This summit, organized by the Iowa Department of Natural Resources and the U.S. Fish and Wildlife Service convened a diverse group of stakeholders—including government agencies, Tribal Nations, non-governmental organizations, industry representatives, agricultural organizations, and private landowners—to develop a unified vision and identify collaborative actions for advancing grassland conservation in the Midwest.

On the heels of this summit, a \$5.8 million America the Beautiful Challenge Grant was awarded to Nebraska and Iowa to restore grasslands which are set to begin in 2025.



*WMI supports our agency partners in various ways: provide governance training for boards of commissioners, develop R3 and relevancy plans, supporting the development of agency strategic plans, and agency staff training on skills necessary for protecting the public trust using good governance strategies. Photo: USFWS.*

This funding aims to support large-scale conservation projects, emphasizing the need for coordinated efforts across state lines.

Additional Reading: [Conservation Coalition Releases Map Visualizing Grassland Loss | Wildlife Management Institute](#)

WMI initiated a new six-year agreement in 2024 with the Western Association of Fish and Wildlife Agencies (WAFWA) to work collaboratively on landscape-level conservation in the West. The vision for this new partnership is to leverage habitat projects, connect existing projects, identify new priorities and opportunities, and identify gaps in ongoing habitat conservation efforts. WMI and WAFWA

recognize that despite the past successes in the West addressing habitat conservation efforts, the West is wide, vast, and full of variability. And beyond the work being done by WAFWA member agencies, there are many other projects led by academia, nonprofit conservation organizations, and government agencies. This new initiative aims to bring all partners together to leverage the collective work to increase impact and effectiveness.

Additional Reading: [WMI Signs New Agreement with the Western Association of Fish and Wildlife Agencies to Work on Landscape Conservation in Western States | Wildlife Management Institute](#)



*The Great Plains and desert grasslands once covered over 500 million acres stretching between Canada, Mexico, and the US. Nearly 200 wildlife species were found using this immense sea of grass in 11 different states. Grasslands are a declining resource. Photo: Jenifer Newmark.*





78% of responding state fish and wildlife agencies had a dedicated work unit responsible for responding to human-wildlife conflict issues. Agencies are charged with managing human-wildlife conflicts without a dedicated funding source. Photo: Joshua Blouin.

## Helping State Fish and Wildlife Agencies Address Human-Wildlife Conflicts

WMI, in collaboration with Southwick Associates, the Association of Fish and Wildlife Agencies, and the Western Association of Fish and Wildlife Agencies conducted a comprehensive study evaluating how state wildlife agencies manage human-wildlife conflicts. This initiative not only addresses immediate challenges but also contributes to the long-term advancement of the wildlife management profession by promoting data-driven decision making and highlighting the need for diversified funding mechanisms to support essential conservation efforts.

This project illuminated the complexities and challenges faced by state fish and wildlife agencies in managing human-wildlife conflicts.

The absence of dedicated funding sources, coupled with increasing public expectations for agencies to address diverse human-wildlife conflict issues—from urban nuisance complaints to agricultural depredation—places significant strain on agency resources. By providing a comprehensive overview of current practices and expenditures, the study equips agencies with valuable benchmarks to evaluate their budgeting and operational strategies. [Understanding the Management, Funding, and Staffing of Human-Wildlife Conflicts by State Fish and Wildlife Agencies | Wildlife Management Institute](#)

## Keeping Wildlife Research in the Forefront

WMI participated in the establishment of two new Cooperative Fish and Wildlife Research Units (CRUs) at Michigan State University and

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*“The Wildlife Management Institute has long been recognized as the best source of scientifically based information regarding wildlife conservation issues and policy. High caliber professional staff is a hallmark of the organization.”*

*-Ollie Torgerson, executive secretary, Midwest Association of Fish and Wildlife Agencies*

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Purdue University, marking the 42nd and 43rd units in this nationwide program.

WMI’s involvement in this initiative underscores its unique position as the sole non-agency representative within the CRU program. This role, envisioned by conservation pioneer Ding Darling, emphasizes the importance of private sector engagement in supporting and guiding wildlife research and management. By serving on the board of directors for CRUs nationwide, WMI ensures the perspectives and interests of the non-agency community are effectively represented, fostering a more comprehensive approach to conservation challenges.

“WMI plays a pivotal role in the recruitment and selection of key personnel, including Leaders and Assistant Unit Leaders for the CRUs,” said Kevin Pope, Deputy Chief for the Coop Unit program. “WMI serves on the executive committee for almost all the units and plays a pivotal role in oversight of the units, direction of research, hiring new staff, and advocating to Congress the critical importance of the Coop Units to wildlife management.

## **Supporting Agency Work to Manage Chronic Wasting Disease**

WMI scientist Matt Dunfee was selected to serve as a National Academy of Science expert committee member to review the state of knowledge on the transmission and geographic spread of chronic wasting disease (CWD) in US cervid populations. The committee created a report based on a review of published and ongoing research and engaged other experts through a series of public meetings. This final report represents a definitive state of the science on the transmission, spread, and management of CWD in the US at this time.







WMI partnered with the Northeast Association of Fish and Wildlife Agencies and the USFWS to hire a Northeast Regional Fish and Wildlife Health Coordinator to support the network of fish and wildlife health practitioners addressing zoonotic and other wildlife disease issues. Photo: Joshua Blouin.

WMI has developed a platform enabling state fish and wildlife agency staff to collect, organize, store, and publish data related to CWD regulations and surveillance. In the final phase of the project, WMI accomplished the following: 1) developed best management practices for CWD data capture, use, and communications, 2) created a repository for agency-to-agency CWD data resources, and 3) designed a CWD response package for agencies to deploy when CWD is found in a new area, state, or province.

Additional Reading: <https://wildlifemanagement.institute/outdoor-news-bulletin/january-2025/two-new-reports-chronic-wasting-disease-are-available>

Additional Reading: [Looking Backwards to Know Where to Go: Leveraging Historical Data to Guide Chronic Wasting Disease Management | Wildlife Management Institute](#)

## Building Conservation Partner Capacity Through WMI's Administrative Support

### **Regional Conservation Needs Program**

**(RCN):** WMI administered the RCN program in collaboration with 15 state fish and wildlife agencies under the Northeast Association of Fish and Wildlife Agencies. WMI facilitated projects targeting regional conservation

priorities, including pollinator conservation, tiger beetle assessments, stonefly status evaluations, diamond-backed terrapin population studies, and analyses of renewable energy impacts.

**New England Cottontail Restoration (Phase 3):** WMI partnered with five Northeastern states to support conservation of the only native cottontail rabbit species east of New York's Hudson River Valley. Through financial and grant administration, WMI supported on-the-ground scientific and conservation actions aimed at preventing the species from being listed as threatened or endangered.

**Support for Northeast Association of Fish and Wildlife Agency Initiatives:** In 2024, WMI continued fiscal administration for the association's projects funded through federal grants. Projects included enhancing the Northeast State Wildlife Action Plan Database to improve accessibility and functionality, thereby facilitating the identification of regional conservation priorities. Additionally, WMI supported the Non-Lead-Hunting Agency Outreach project, supporting agency staff in

developing appropriate messaging for non-regulatory programs promoting the use of non-lead ammunition.

**Bat Research and Conservation Efforts:** WMI entered into a cooperative agreement with the US Fish and Wildlife Service to support bat research, including projects focused on white-nose syndrome, bat surveys, and the impact of offshore wind development on bats. WMI's role involved soliciting proposals, managing subawards, and ensuring compliance with federal regulations.

**Habitat Restoration with US Fish and Wildlife Service Region 5, Partners for Fish and Wildlife Program:** WMI supported habitat restoration priorities through a cooperative agreement, administering funding and handling contractual agreements and payments for projects identified by the US Fish and Wildlife Service.

**Collaboration with MAFWA:** WMI worked with the Midwest Association of Fish and Wildlife Agencies to support an R3 (Recruitment, Retention, Reactivation of hunters) coordinator



Photo: Joshua Blouin.





Photo: Julie Geiser, NE Game and Parks Commission, Nebraskaland Magazine.

position, funded by the contributions from 13 state fish and wildlife agencies. Additional funding through Multi-State Conservation Grants extended this position.

#### **American Goshawk Monitoring Initiative:**

WMI collaborated with the Pennsylvania Game Commission (PGC) to administer funding and agreements for a regional survey effort to monitor the American goshawk, an apex avian predator in forested ecosystems. “The goshawk was identified as a Northeast Region Watchlist Assessment Priority species that needs further assessment,” said Lisa Williams, Chief of Wildlife Recovery for the PGC. “This project will kick off in 2025 in 11 Northeastern states and provide the most comprehensive goshawk occurrence data for the region.”

#### **Longleaf Pine and Species Recovery on**

**Private Lands:** Through a National Fish and Wildlife Foundation Grant, WMI advanced longleaf pine habitat restoration and at-risk

species recovery across several Southeastern states in partnership with the Conservation Without Conflict Coalition. WMI facilitated habitat improvements on 1,000 acres, bolstering species populations and providing landowners with regulatory assurances.

#### **Coldwater Habitat Conservation in the**

**Delaware River Watershed:** Through funding from the Delaware River Watershed program in a National Fish and Wildlife Foundation (NFWF) Grant, WMI is building capacity for cold-water habitat conservation and eastern brook trout population recovery across New York, Pennsylvania, and New Jersey. WMI will hire a landscape coordinator who can focus on the watershed projects but also coordinate with other landscape leaders in the broader Northeast region. Trout Unlimited, through a subaward with WMI, will hire a project manager to oversee and plan the watershed recovery projects. Together, these positions allow increased capacity to help coordinate a major NFWF America the Beautiful Grant recently awarded to the NJ Department of Environmental Protection for \$4.5 million. The grant will fund the implementation of cold-water conservation projects in priority watersheds over four years. The primary goal is to significantly improve habitat conditions for at-risk eastern brook trout and other species by creating healthier cold-water ecosystems capable of supporting thriving populations and safeguarding the biodiversity of the Appalachian Corridor Highlands and streams.

# Wildlife Management Spotlight – Cooperative



Photo: Joshua Blouin.



Photo: Joshua Blouin.



Photo: Joshua Blouin.

Jay Norwood “Ding” Darling, a renowned cartoonist and conservationist, was instrumental in establishing the Cooperative Fish and Wildlife Research Units (CRUs). In the early 1930s, while serving as the commissioner of the Iowa Fish and Game Commission, Darling recognized the need for scientifically trained specialists in wildlife management. To address this, he pledged \$9,000 of his personal funds to establish the first Cooperative Wildlife Research Unit in 1932 at Iowa State College, which is now Iowa State University.

In 1934, as Director of the Federal Bureau of Biological Survey, Darling lobbied Congress for a nationwide cooperative wildlife research unit program. His efforts led to the establishment of units in nine states, representing diverse ecosystems across the country, including Oregon, Utah, Texas, Iowa, Maine, Connecticut, Virginia, Alabama, and Ohio.

The Cooperative Fish and Wildlife Research Units (CRUs) play a pivotal role in wildlife management by integrating research, education, and technical assistance to address pressing natural resource issues through:

1. **Research and Actionable Science:** CRUs conduct research that provides actionable science to cooperating agencies and organizations, directly informing wildlife management practices and policy decisions.
2. **Graduate Education and Workforce Development:** By enhancing graduate education in fisheries and wildlife sciences, CRUs develop the natural resource conservation workforce of the future, ensuring a continuous supply of well-trained professionals in the field.
3. **Technical Assistance and Training:** CRUs fulfill the training and technical assistance needs of cooperators, offering expertise and support to state and federal agencies, non-governmental organizations, and other stakeholders involved in wildlife management.
4. **Collaborative Framework:** Each unit operates as a unique partnership among the U.S. Geological Survey, host universities, state fish and wildlife agencies, and the Wildlife Management Institute, fostering collaboration



# Fish and Wildlife Research Units

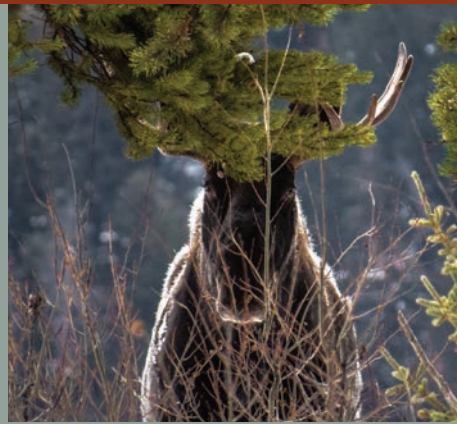


Photo: Joshua Blouin.



Photo: Joshua Blouin.

and leveraging diverse expertise to address complex wildlife management challenges.

**5. Application of Science to Management:**  
The collaborative framework of CRUs ensures that scientific research is directly applied to management practices, enhancing the effectiveness and efficiency of wildlife conservation efforts.

**6. Addressing Emerging Challenges:** CRUs are actively involved in addressing contemporary issues such as climate change impacts, habitat loss, and species conservation, providing science to support adaptation and inform responses to these challenges.

The Cooperative Fish and Wildlife Research Units are integral to wildlife management, bridging the gap between research and practical application, and ensuring that management decisions are informed by the latest scientific knowledge.

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*“For over a century WMI has been the honest broker for the wildlife conservation community. State, federal, provincial, and non-government organizations have relied on WMI to broker science, policy, communications, and innovations while bringing various interests together to form alliances for the greater good of conservation. WMI’s experienced staff commands respect, and their role in continental conservation has been indispensable.”*

-John F. Organ, Ph.D., CWB, Scientist Emeritus, U.S. Geological Survey  
Cooperative Fish and Wildlife Research Units

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- Pennsylvania Game Commission
- Virginia Division of Wildlife Resources
- Washington Department of Fish and Wildlife
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- Rocky Mountain Elk Foundation
- Theodore Roosevelt Conservation Partnership
- USDA Animal and Pest Health Inspection Service, Wildlife Services
- USDA Forest Service

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- Pheasants Forever/Quail Forever
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- Speed Goat
- The Conservation Fund
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- Timmons Group
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- American Sportfishing Association





*Photo: Joshua Blouin.*









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WMI's Financial information is also available on PROPUBLICA:  
<https://projects.propublica.org/nonprofits/organizations/530196629>