



The Future of Waterfowl Management Workshop

Framing Future Decisions for Linking Harvest,
Habitat, and Human Dimensions

August 26-28, 2008

The Future of Waterfowl Management Workshop

Framing Future Decisions for Linking
Harvest, Habitat, and Human Dimensions

Summary Report 10-9-08

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Executive Summary

The Future of Waterfowl Management Workshop was held in Minneapolis, Minnesota on August 26-28, 2008. The workshop was an important step in the evolution of waterfowl management in North America. Throughout its history, the waterfowl management community has shown great capacity for innovative thinking and action in the interest of improving waterfowl management according to specific objectives, as witnessed by creation of the Flyway Councils, the North American Waterfowl Management Plan, Adaptive Harvest Management, and the National Duck Hunter Survey. The Workshop marks yet another key point in the continuing development of a scientifically-based and socially-responsive management framework.

Conducting this workshop (or a “policy summit”) was one of six specific recommendations for improving waterfowl management in the 2007 Joint Task Group Report *Clarifying North American Waterfowl Management Plan Population Objectives and their Use in Harvest Management*. The need to develop such improvements had been identified previously in documents such as the NAWMP *Continental Assessment Report and the LAFWA Adaptive Harvest Management Task Force Report*.

The objectives of the Workshop were that as a result of attending the Workshop, participants would:

- Know enough about the features and workings of a coherent framework to understand how enhanced coherence could lead to increased benefits for administrators, managers, and hunters.
- Feel that they have a stake and a responsibility in the outcome, and should play a role in enhancing coherence in waterfowl management.
- In their respective agencies and organizations; help identify and support the decisions and actions necessary to advance the habitat, harvest, and human dimensions components of a more coherent framework.

Planning for the Workshop was overseen by a Steering Committee composed of administrative and technical experts in waterfowl management and conservation. The Committee consulted with the broader waterfowl management community and incorporated suggestions and addressed concerns to ensure its recommendations for the Workshop had broad support. Prior to the workshop, a website was setup (<http://www.djcase.com/futureworkshop/>) to share information and background materials with participants and a Web-based survey of pre-registrants was used to solicit feedback and help inform refinement of meeting objectives and the final agenda.

In total, 192 individuals representing a cross-section of waterfowl management administrators, technicians, and stakeholders attended. The National Flyway Council, the North American Waterfowl Management Plan Committee, and the Association of Fish and Wildlife Agencies sponsored the Workshop.

The Workshop consisted of both plenary and breakout sessions and was facilitated to help achieve pre-established objectives and to maximize participation by all attendees. Overall, 80 percent of attendees felt the Workshop met the objectives set forth at the outset.

At the conclusion of the Workshop, a significant majority of participants agreed that two key recommendations born in Workshop discussions should be pursued as immediate next steps:

- A group or venue be created to continue the work of the Human Dimensions Work Group (94 percent agreed or strongly agreed)
- The NAWMP update should be used to develop more coherent goals for waterfowl harvest and habitat management. (88 percent agreed or strongly agreed.)

Background

“Coherent framework” refers to a structured approach for making waterfowl management decisions that integrates current scientific understanding of waterfowl population dynamics, the collective ability to provide suitable habitats, and consideration of human elements such as hunter satisfaction. Such a framework would require identification of meaningful, measurable objectives that connect goals for habitat conservation, harvest management, and stakeholder support and help the waterfowl management community use human and financial resources as efficiently as possible. Conducting this workshop (or a “policy summit”) was one of six specific recommendations for improving waterfowl management in the 2007 Joint Task Group Report *Clarifying North American Waterfowl Management Plan Population Objectives and their Use in Harvest Management*. The need to develop such improvements had been identified previously in documents such as the NAWMP *Continental Assessment Report* and the *LAFWA Adaptive Harvest Management Task Force Report*.

There is a need and desire to improve the “status quo” approach of making disjunctive decisions on harvest regulations, habitat conservation strategies, and hunter retention and recruitment in the face of current trends and issues including:

- Declining waterfowl hunting participation
- High commodity prices, loss of CRP acres and potential reduction in waterfowl production
- Continuing wetland loss and degradation
- Potential effects of climate change
- Imperatives for efficient and cost-effective conservation investments
- Growing monitoring requirements and limited budgets
- AHM strategies for scaup, pintails, western mallards

The Workshop was not designed to *resolve* all of these issues; however, it was hoped that consensus achieved at the Workshop would set the course for creative work in waterfowl management for the next several years.

Pre-Workshop Planning

A Steering Committee (Committee) composed of administrative and technical experts in waterfowl management and conservation was charged to develop the goals, expected outcomes, format, attendance, location, and timing of the Workshop (See Appendix A for list of members). The Committee consulted with the broader waterfowl management community and incorporated suggestions and addressed concerns to ensure its recommendations for the Workshop had broad support.

Identified desired outcomes of this Workshop were:

- A collective understanding of how an enhanced coherent framework could produce meaningful benefits for administrators, managers, and hunters.
- Identification of key concerns and uncertainties (technical or policy-level) and how they can be appropriately addressed.
- Agreement on a process for addressing long-term issues, such as remaining Joint Task Group recommendations, or other needs as identified by participants.
- Policy decisions that should be considered by agencies and organizations with the appropriate authority.

Objectives — as a result of attending the Workshop, participants would:

- Know enough about the features and workings of a coherent framework to understand how enhanced coherence could lead to increased benefits for administrators, managers, and hunters.
- Feel that they have a stake and a responsibility in the outcome, and should play a role in enhancing coherence in waterfowl management.
- In their respective agencies and organizations; help identify and support the decisions and actions necessary to advance the habitat, harvest, and human dimensions components of a more coherent framework.

D.J. Case & Associates (DJ Case), a communications consulting firm specializing in natural resources conservation issues, was hired to assist the Committee in the development of the Workshop's structure and process, including the agenda and breakout session format. A website was setup (<http://www.djcase.com/futureworkshop/>) to share information and background materials with participants prior to the Workshop.

In May 2008, DJ Case administered a Web-based survey to pre-registrants of the Workshop to solicit feedback. The survey results helped inform refinement of meeting objectives and the final agenda. The survey was developed through collaborative consultation among Committee members and oversight from invited human dimensions specialists. Of 188 Workshop pre-registrants contacted, 162 (86 percent) completed the survey.

A report of the survey results is available at <http://www.djcase.com/futureworkshop/materials/index.html>

Workshop Overview

The Workshop was held in Minneapolis, Minnesota on August 26-28, 2008. In total, 192 individuals representing a cross-section of waterfowl management administrators, technicians, and stakeholders attended. See Appendix B for a list of participants.

The National Flyway Council, the North American Waterfowl Management Plan Committee, and the Association of Fish and Wildlife Agencies sponsored the Workshop. Ducks Unlimited, Inc. served as the Workshop's host, coordinating the registration process and providing on-site logistics management. DJ Case provided facilitation and recording for the Workshop, including moderating the introductory presentations, facilitating full group discussions and overseeing breakout groups.

The Workshop consisted of both plenary and breakout sessions and was facilitated to help achieve pre-established objectives and to maximize participation by all attendees (See Appendix C for the agenda).

PLENARY PRESENTATIONS

The Workshop opened on Day 1 with a series of welcome and introductory presentations to set the stage for the Workshop (see Appendix C for a list of presentations and speakers).

The following four technical presentations made up the balance of Day 1.

- From Concept to Implementation: Moving Towards Coherence in Waterfowl Management, by Jim Ringelman, Ducks Unlimited, Inc.
- Harvest Management in an Integrated Framework by Michael C. Runge, USGS Patuxent Wildlife Research Center

- Habitat Management in an Integrated Framework by John Eadie, University of California, Davis
- Human Dimensions in an Integrated Framework, by Andy Raedeke, Missouri Department of Conservation

PowerPoint slides from these presentations are available at:
<http://www.djcase.com/futureWorkshop/presentations/index.html>

BREAKOUT SESSIONS

The “work” part of the Workshop began in earnest on Day 2, and consisted of three breakout sessions designed to provide participants an opportunity to share their views and hear the views of others, particularly in relation to the information presented on Day 1. The breakout sessions were not intended to achieve consensus or resolve the questions or topics at hand; rather they were designed to identify the areas of agreement, disagreement, misunderstanding, etc. Participants were asked to discuss the following questions in the breakout sessions:

Breakout session 1:

- What are the goals of waterfowl management?

Breakout Session 2

- What are the technical challenges to integration (i.e “coherence”)?
- What are the policy/structural issues with integration?

Breakout Session 3:

- How do we move forward?
- What needs to happen to achieve the benefits of coherence?
- What recommendations do participants have?

For breakout sessions one and three, participants were pre-assigned into groups of approximately 14-18 people, selected to provide a diversity of backgrounds and expertise in each group. In breakout session two, participants were pre-assigned into different groups, based on whether their background/expertise was “policy-related” or “technical.” This allowed participants of similar backgrounds to grapple with issues within their area of expertise.

Each breakout group was assigned a discussion leader and recorder. These discussion leaders and recorders were all selected and notified prior to the Workshop. DJ Case and the Committee also shared some of the breakout process information with the leaders and recorders on conference calls prior to the Workshop. Discussion leaders were charged with helping the groups work through the process of discussing and answering the questions above. Pre-assigned recorders took summary notes in each group. Notes from each breakout group for each of the three sessions are available in Appendix D (Separate Cover).

After each breakout session, the full group reconvened to hear reports from the small groups. In the interest of time, the 12 small group reporters compiled their findings into four “joint reports.” To accomplish this, recorders from each small group met in groups of three immediately after the small group sessions and compiled the primary issues and items from their respective groups into a single joint report. One reporter then made a five-minute summary presentation of each joint report to the full group, followed by questions from the full group, as appropriate. The summary presentations from all sessions are available in Appendix E, F, and G.

FULL GROUP FEEDBACK (TURNINGPOINT)

A major challenge of any large working group is finding a way to get meaningful feedback from the group on how the process is going, where it is headed, and the quality of the content. In order to expedite the flow of information and allow full participation, DJ Case implemented TurningPoint software and remote voting devices at the Workshop. TurningPoint is a PowerPoint-based application that allows participants to anonymously “vote” on issues and questions presented on the screen in real-time.

All participants received a TurningPoint remote voting device upon registration at the Workshop. Facilitators assured participants that their responses would remain anonymous; however, by assigning specific remote devices to every individual, facilitators were able to group responses by occupation, gender, or other demographic factors. Cross-tabulations of the resulting responses can provide great insight into how the various participant stakeholder groups see the world of waterfowl management, and how they propose to move forward.

Facilitators used TurningPoint to assess how well the Workshop was meeting participant expectations at various points during the workshop. More importantly, facilitators used it throughout the Workshop to assess how the group felt about coherence (existing and proposed) of the population, habitat, and human dimensions aspects of the future of waterfowl management. Complete Turning Point results from the Workshop are located in Appendix H.

Workshop evaluation

At the conclusion of the Workshop, attendees were asked to evaluate the Workshop and the process used to implement it (via TurningPoint questions). Overall, 80 percent of attendees felt the Workshop met the objectives set forth at the outset. Complete results of the evaluation are located in Appendix I.

Next steps

The Workshop was an important step in the evolution of waterfowl management in North America. Throughout its history, the waterfowl management community has shown great capacity for innovative thinking and action in the interest of improving waterfowl management according to specific objectives, as witnessed by creation of the Flyway Councils, the North American Waterfowl Management Plan, Adaptive Harvest Management, and the National Duck Hunter Survey. The Workshop marks yet another key point in the continuing development of a scientifically-based and socially-responsive management framework.

At the conclusion of the Workshop, a significant majority of participants agreed that two key recommendations born in Workshop discussions should be pursued as immediate next steps:

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- The NAWMP update should be used to develop more coherent goals for waterfowl harvest and habitat management. (88 percent agreed or strongly agreed.)

Appendix A: Steering Committee Members

Steering Committee members:

Mike Anderson, Ducks Unlimited Canada

Ken Babcock, Ducks Unlimited, Inc.

Phil Bowman, Louisiana Department of Wildlife and Fisheries

Bob Clark, Environment Canada

Kathy Dickson, Canadian Wildlife Service

Bob Ellis, Virginia Department of Game and Inland Fisheries

Dale Humburg, Ducks Unlimited, Inc.

Ralph Morgenweck, U.S. Fish and Wildlife Service

Seth Mott, U.S. Fish and Wildlife Service

Appendix B: Workshop Participants

<u>First Name</u>	<u>Last Name</u>	<u>Organization</u>
Kenneth	Abraham	Ontario Ministry of Natural Resources
Michael	Anderson	Ducks Unlimited Canada
Ron	Anglin	Oregon Dept of Fish & Wildlife
Jimmy	Anthony	Louisiana Department Wildlife & Fisheries
Brad	Arner	Ducks Unlimited Canada
Todd	Arnold	University of Minnesota
Jane	Austin	USGS Northern Prairie Wildlife Research Center
Ken	Babcock	Ducks Unlimited
Brad	Bales	Oregon Dept of Fish & Wildlife
Greg	Balkcom	Georgia Department of Natural Resources
Ian	Barnett	Ducks Unlimited Canada
Hugh	Bateman	Ducks Unlimited-Retired
Bruce	Batt	Ducks Unlimited
Vernon	Bevill	Texas Parks & Wildlife
Doug	Bliss	Environment Canada, Canadian Wildlife Service
Robert	Blohm	US Fish & Wildlife Service
G. Scott	Boomer	U.S. Fish and Wildlife Service
Brad	Bortner	U.S. Fish and Wildlife Service
Mike	Brasher	Gulf Coast Joint Venture
John	Buhnerkempe	Illinois Dept of Natural Resources
Eric	Butterworth	Ducks Unlimited Canada
Robert	Byrne	DJ Case & Associates
Breck	Carmichael	SC Department of Natural Resources
Mike	Carter	Playa Lakes Joint Venture
Dave	Case	DJ Case & Associates
Paul	Castelli	New Jersey Division of Fish and Wildlife
Dale	Caswell	Canadian Wildlife Service
Greg	Chasko	Connecticut Dept Wildlife Division
Alan	Clark	Utah Div of Wildlife Resources
Robert	Clark	Environment Canada, Canadian Wildlife Service
Ronald	Clarke	Alaska Department of Fish and Game
David	Cobb, Ph.D.	North Carolina Wildlife Resources Commission
Tom	Collom	Oregon Dept of Fish & Wildlife
Jorge	Coppen	U.S. Fish and Wildlife Service
Steve	Cordts	Minnesota DNR
Patrick	Devers	U.S. Fish and Wildlife Service
Jim	Devries	Ducks Unlimited Canada
Kathy	Dickson	Canadian Wildlife Service
James	Dubovsky	U.S. Fish and Wildlife Service
Calvin	DuBrock	Pennsylvania Game Commission
John	Dunn	Pennsylvania Game Commission
Chris	Dwyer	U.S. Fish and Wildlife Service
John	Eadie	University of California Davis
Diane	Eggeman	FL Fish & Wildlife Conservation Commission
Robert	Ellis	VA Department of Game & Inland Fisheries
Jody	Enck	Cornell University
Dave	Erickson	Missouri Department of Conservation
Arthur	Feinstein	San Francisco Bay Joint Venture
Kathy	Fleming	U.S. Fish and Wildlife Service

Appendix B: Workshop Participants

<u>First Name</u>	<u>Last Name</u>	<u>Organization</u>
Joe	Fleskes	USGS Western Ecological Research Center
Jamie	Fortune	Ducks Unlimited Canada
John	Frampton	SC Department of Natural Resources
Joe	Fuller	North Carolina Wildlife Resources Commission
Jim	Gammonley	Colorado Division of Wildlife
Dale	Garner	Iowa Department of Natural Resources
Jonathan	Gassett	KY Dept of Fish & Wildlife Resources
Mark	Gloutney	Ducks Unlimited Canada
David	Goad	Arkansas Game and Fish Commission
Dave	Graber	Missouri Department of Conservation
Karla	Gwyn	Ducks Unlimited Canada
Dale	Hall	US Fish & Wildlife Service
Sam	Hamilton	FWS, Southeast Region
Susan	Haseltine	U.S. Geological Survey
Jeff	Haskins	U.S. Fish and Wildlife Service
Tom	Hauge	Wisconsin Department of Natural Resources
David	Hayden	Alabama Wildlife & Freshwater Fisheries
Jeff	Herbert	Montana Fish, Wildlife & Parks
Robert	Hoffman	Ducks Unlimited
Rob	Holbrook	DOI USFWS Region 8 CVJV
Dr. Curtis	Hopkins	Ducks Unlimited
John	Hoskins	Missouri Department of Conservation
Rob	Hossler	Delaware Div of Fish and Wildlife
David	Howerter	Ducks Unlimited Canada
Min	Huang	CT Dept of Environmental Protection
Jack	Hughes	Canadian Wildlife Service
Dale	Humburg	Ducks Unlimited
Beth	Huning	San Francisco Bay Joint Venture
Kevin	Hunt	Mississippi State University
Paul	Johansen	West Virginia Division of Natural Resources
Fred	Johnson	U.S. Fish and Wildlife Service
Michael	Johnson	North Dakota Game & Fish Department
Michael	Johnson	U.S. Fish and Wildlife Service
Rex	Johnson	U.S. Fish and Wildlife Service
Tim	Jones	USFWS/ACJV
		U.S. Geological Survey Northern Prairie Wildlife
Dennis	Jorde	Research Center
Pat	Kehoe	Ducks Unlimited Canada
James	Kelley	U.S. Fish and Wildlife Service
Sean	Kelly	U.S. Fish and Wildlife Service
Tom	Kirschenmann	SD Game, Fish & Parks Department
Mark	Koneff	US Fish & Wildlife Service
Kevin	Kraai	Texas Parks & Wildlife
Don	Kraege	Washington Dept of Fish and Wildlife
Joe	Kramer	Kansas Department of Wildlife and Parks
Larry	Kruckenber	Intermountain Joint Venture
Tony	Leif	SD Game, Fish & Parks Department
Richard	Leopold	Iowa Department of Natural Resources
Andy	Loranger	U.S. Fish and Wildlife Service

Appendix B: Workshop Participants

<u>First Name</u>	<u>Last Name</u>	<u>Organization</u>
Dave	Luukkonen	Michigan Dept of Natural Resources
Wayne	MacCallum	Massachusetts Div of Fisheries & Wildlife
John	Major	New York State DEC Bureau of Wildlife
Ray	Marshalla	Illinois Dept of Natural Resources
Ken	Mayer	Nevada Department of Wildlife
Bob	McLadress	California Waterfowl Association
Glen	McMaster	Saskatchewan Watershed Authority
Faye	McNew	Kansas Department of Wildlife and Parks
Ross	Melinchuk	Ducks Unlimited
Thomas	Melius	DOI USFWS Regional Directors Office
Randy	Milton	Nova Scotia Dept of Natural Resources
Tim	Mitchusson	NM Dept of Game & Fish
Eugene	Moore	Delaware Div of Fish and Wildlife
Dr. Tom	Moorman	Ducks Unlimited
Steve	Moran	Rainwater Basin Joint Venture
Ralph	Morgenweck	U.S. Fish and Wildlife Service
Marvin	Moriarty	US Fish & Wildlife Service
Dave	Morrison	Texas Parks & Wildlife
Craig	Mortimore	Nevada Department of Wildlife
Seth	Mott	U.S. Fish and Wildlife Service
Henry	Murkin	Ducks Unlimited Canada
Luke	Naylor	Arkansas Game and Fish Commission
Harvey K.	Nelson	Trumpeter Swan Society
Jeff	Nelson	Ducks Unlimited Canada
Kirk	Nelson	Nebraska Game and Parks Commission
Tom	Nudds	University of Guelph
Russell	Oates	U.S. Fish and Wildlife Service
Paul	Padding	U.S. Fish and Wildlife Service
Barbara	Pardo	US Fish & Wildlife Service
Sara	Pauley	DJ Case & Associates
Ed	Penny	MS Dept of Wildlife, Fisheries and Parks
Mark	Petrie	Ducks Unlimited
Adam	Phelps	Indiana Division of Fish & Wildlife
		Ohio Division of Wildlife Department of Natural Resources
Matt	Pieron	
Bruce	Pollard	Environment Canada, Canadian Wildlife Service
Rocky	Pritchert	Kentucky Dept of Fish & Wildlife Resources
Jeff	Raasch	Texas Parks & Wildlife
Michael	Rabe	Arizona Game and Fish Dept.
Andy	Raedeke	Missouri Department of Conservation
Ryan	Reker	Rainwater Basin Joint Venture/USFWS
Larry	Reynolds	Louisiana Dept Wildlife & Fisheries
Kenneth	Richkus	U.S. Fish and Wildlife Service
Jim	Ringleman	Ducks Unlimited
Larry	Roberts	Wyoming Game and Fish Department
Dr. Frank	Rohwer	Delta Waterfowl Foundation
Rudy	Rosen	Ducks Unlimited
Bill	Rudd	Wyoming Fish and Game Dept
Michael	Runge	USGS Patuxent Wildlife Research Center

Appendix B: Workshop Participants

<u>First Name</u>	<u>Last Name</u>	<u>Organization</u>
Ken	Sambor	Ducks Unlimited, Inc.
Sarah	Sanders	DJ Case & Associates
Dave	Schad	MN DNR Division of Fish and Wildlife
Paul	Schmidt	U.S. Fish and Wildlife Service
Dave	Scott	Ohio Division of Wildlife
Phil	Seng	DJ Case & Associates
Robert	Shaffer	DOI USFWS Region 8 CVJV
Chuck	Sharp	Alabama Wildlife & Freshwater Fisheries
Dave	Sharp	U.S. Fish and Wildlife Service
Stuart	Slattery	Ducks Unlimited Canada
Carey	Smith	U.S. Fish and Wildlife Service
Dave	Smith	Intermountain Joint Venture
Gregory	Soulliere	U.S. Fish and Wildlife Service
Casey	Stemler	US Fish & Wildlife Service
Scott	Stephens	Ducks Unlimited
Marie	Strassburger	U.S. Fish and Wildlife Service
Scott	Sutherland	Ducks Unlimited
		New York Division of Fish, Wildlife & Marine Resources
Bryan	Swift	
Robyn	Thorson	U.S. Fish and Wildlife Service
Nicholas	Throckmorton	U.S. Fish and Wildlife Service
John	Tirpak	Lower Mississippi Valley Joint Venture
Robert	Trost	U.S. Fish and Wildlife Service
Dr. Benjamin	Tuggle	US Fish & Wildlife Service
Len	Ugarenko	Association of Fish & Wildlife Agencies
Bill	Uihlein	Lower MS Valley Joint Venture
Dr. James	Unsworth	Idaho Department of Fish and Game
Kent	Van Horn	WI Dept of Natural Resources
George	Vandel	SD Game, Fish & Parks Department
William	Vander Zouwen, Jr.	WI Dept of Natural Resources
Jeffrey	Ver Steeg	Colorado Division of Wildlife
David	Viker	U.S. Fish and Wildlife Service
Mark	Vrtiska	Nebraska Game and Parks Commission
Johann	Walker	Ducks Unlimited
Rick	Warhurst	Ducks Unlimited
Greg	Wathen	Tennessee Wildlife Resources Agency
Alan	Wentz	Ducks Unlimited
Jane	West	US Fish & Wildlife Service
Mark	Whitney	Georgia Department of Natural Resources
Emily Jo	Williams	U.S. Fish and Wildlife Service
Ken	Williams	US Geological Survey
Steve	Williams	Wildlife Management Institute
Barry	Wilson	Gulf Coast Joint Venture/USGS
Scott	Yaich	Ducks Unlimited
Greg	Yarris	California Waterfowl Association
Tina	Yerkes	Ducks Unlimited
Dan	Yparraguirre	California Dept Fish & Game
Guy	Zenner	Iowa Department of Natural Resources

Appendix C: Workshop Agenda

The Future of Waterfowl Management Workshop Framing Future Decisions for Linking Harvest, Habitat, and Human Dimensions

The Minneapolis Marriott City Center
Minneapolis, Minnesota
August 26-28, 2008

Tuesday, August 26

11:30 **Registration Opens in Registration Area outside of Ballrooms 3 & 4.**

12:45 **Registration Closes**

***All group sessions will be held in Ballrooms 3 & 4 on the 4th floor of the Marriott. Breakout sessions will be held in various rooms on the 4th floor and will be shared during the workshop.

1:00 **Call to Order**

Welcome and Introductions

Seth Mott, U.S. Fish & Wildlife Service
Alan Wentz, Ducks Unlimited, Inc.

Welcome on behalf of Sponsors

John Frampton, South Carolina Department of Natural Resources

Workshop Content and Process

Dave Case, DJ Case & Associates

2:15 **An Incoherent Truth**

Steve Williams, Wildlife Management Institute

2:35 **A Look at the Past with Focus on the Future**

Ken Babcock, Ducks Unlimited, Inc.

3:00 **Break**

*** The following presentations include 5 minutes of Q&A for each.

3:20 **From Concept to Implementation: Moving Towards Coherence in Waterfowl Management**

Jim Ringelman, Ducks Unlimited, Inc.

3:40 **Harvest Management in an Integrated Framework**

Michael C. Runge, USGS Patuxent Wildlife Research Center

Appendix C: Workshop Agenda

4:00 **Habitat Management in an Integrated Framework**
John Eadie, University of California, Davis; Michael Anderson, Ducks Unlimited
Canada and Jim Ringelman, Ducks Unlimited, Inc.

4:20 **Human Dimensions in an Integrated Framework**
Andy Raedeke, Missouri Department of Conservation and Dale Humburg, Ducks
Unlimited, Inc.

4:40 **Feedback on Day 1 and review Day 2 agenda**

5:00 **Reception & NAWMP Awards until 6:00 p.m. in Atrium**

Wednesday, August 27

8:00 **Convene as full group**

8:30 **Break out Session 1: Goals of Waterfowl Management**

9:45 **Break**

10:00 **Convene as full group**

10:50 **Break out Session 2: Challenges of Integration**

Noon **Lunch in Atrium**

1:00 **Convene as full group**

2:00 **Break out Session 3: Moving Forward**

3:15 **Break**

3:45 **Convene as full group**

4:45 **Feedback on Day 2**

5:00 **Adjourn**—dinner on your own

Thursday, August 28

8:00 **Convene as full group**

8:15 **Summary presentations: Results from Days 1 and 2**

Appendix C: Workshop Agenda

9:15 **Full group discussion: Workshop Outcomes, Potential Actions, and/or Recommendations**

10:15 **Break**

10:30 **Closing**

Paul Schmidt, U.S. Fish & Wildlife Service; Doug Bliss, Canadian Wildlife Service and Dale Hall; U.S. Fish & Wildlife Service

11:30 **Workshop evaluation and Wrap-up**

Noon **Adjourn Workshop**

Appendix D: Breakout Sessions Group Notes

Breakout Session Group Notes for Sessions 1, 2 and 3 are under a Separate Cover.

Appendix E: Breakout 1 Goals of Waterfowl Management

SUMMARY PRESENTATIONS

Ballrooms 1, 2, and 3 Summary Presentation

What are the goals for waterfowl management?

- Waterfowl management in the future should continue to be in a framework that waterfowl hunting is the primary driver
- Unification/integration/convergence of the habitat, population and hunter components should guide policy decisions in the immediate and longer terms
- To unify waterfowl management, we must balance habitat objectives, hunter satisfaction, and population objectives.
- As we face declining habitat, and waterfowl objectives are harder to meet, the crisis of “professional credibility” forces us to find new ways to approach transparent mgmt.
- Setting goals driven by public satisfaction is difficult.
 - Hunter harvest is but one component.
 - Credibility needs to incorporate goals that are “achievable”.
- Stepwise needs:
 - State of pops (models tracking landscape change, harvest, & impact of landscape variables on productivity)
 - What are habitat objectives needed to sustain populations
 - Work on satisfying & retaining user groups
- Financial & political support emanates from hunters so focusing on hunter satisfaction is important...need to connect/orient hunter enthusiasm to the political & financial issues that affect their future use.
- General agreement that the ultimate objective is to produce enough birds at the continental scale, with the right distribution, to satisfy hunter needs (human consumption) at the local scale
- Conclusion: objectives are scale-dependent
 - What contributes to satisfaction?
- Unfulfilled expectations
 - Mentoring very important to recruitment
- Is shooting a limit of birds part of an expectation leading to satisfaction?
 - Not universal, but pertains to some of the hunting population
 - A high bag limit sets some unrealistic expectations and sets the hunter up for a disappointing experience
 - Are there certain segments of the hunting populace that should be the focus of our attentions because of what they provide

Appendix E: Breakout 1 Goals of Waterfowl Management

SUMMARY PRESENTATIONS

Ballroom Areas 4, 5, and Prefunction Area 1 Summary Presentation

What are the goals for waterfowl management?

- Concept of sustainability: many definitions, many facets – populations, habitats, hunters; how do we go about defining/organizing this concept?
- Most discussion revolved around human dimensions – what are values/needs/desires of stakeholders and how does they influence population and habitat objectives?
- Focus on human dimensions is perhaps appropriate, because mgmt objectives/policy flows from social values and needs; w/f mgmt has to be viewed in the larger context of landscape conservation and broader constituencies
- Hunters probably should be viewed as principal stakeholder because they foot the bill and, at least to date, efforts to secure other major funding sources have seen limited success; and hunting tradition is a fundamental objective
- However, incorporating hunter-oriented objectives must recognize that:
 - Hunter-demographics (and expectations) are changing
 - We don't know enough about hunters
 - There is an opportunity cost: hunter's can't foot the bill, so what role should other stakeholders have (who are they, how do you market conservation to them?)
- Coherence has to be reflected in clearer and mutually understood goals; then harvest, habitat, and HD interests can deliver programs consistent with those goals

Appendix E: Breakout 1 Goals of Waterfowl Management

SUMMARY PRESENTATIONS

Cedar Pine Birch Maple Lakes Summary Presentation

What are the goals for waterfowl management?

- Objective is to have healthy landscapes (ecosystems function), that support sustainable harvest but valued by a broader audience of supporters
- Recognition that habitat conservation is the key, and an important mechanism to ensure habitat conservation is to incorporate the human dimension
- concern about declining hunter community, and how to engage other audiences to take up the charge to generate political support, financial support, for habitat conservation, etc.
- the current funding model needs to change, to provide not only the funding support but the political support
- to-date, most attention has been paid to habitat and harvest management, but the motivations and objectives of the public have not been explicitly incorporated
- some groups have found a successful formula for increasing participation in outdoor activities, how to expand that more broadly?
- objective is not so much to increase hunters per se, but the question is how to raise funds and support for habitat conservation for its broader values more generally
- Habitat is clearly important – what should be our habitat goals?
- NAWMP habitat goals must be realistic, must be achievable, but not easy.
- The system is changing (Climate change etc), when we set goals for the future – what is a 20-year goal (where will we be with # hunters, landscape pressures, etc.)?
- How can broader habitat objectives for other birds be integrated? Role for NABCI – and goals for other species which share wetlands habitat, as well as other objectives for wetlands (flood control, etc.).
- Did not discuss harvest management much, are we just tired out of talking about harvest?!?
- But, harvest management is important, populations must be able to respond to improved habitat availability.

Appendix E: Breakout 1 Goals of Waterfowl Management

SUMMARY PRESENTATIONS

Prefunction Area 2, 3 and Deer Lake Summary Presentation

What are the goals for waterfowl management?

- What is the third leg of the stool: Humans or hunter?
- Is it hunters to get the habitat or is it habitat to satisfy the hunters?
- Habitat outcomes need to be broader than waterfowl
- Access is a key issue for hunter
- Understanding of human dimension limited.
- Objectives
 - Prevent extinction of waterfowl population
 - Preserve waterfowl hunting tradition
 - Sustainable harvest
 - Provide hunting opportunity
 - Motivate habitat conservation
 - Ecological Goods and Services of wetlands
 - Appropriate distribution of waterfowl
 - Keep hunting regulation simple
 - Habitat is solution to achieving waterfowl goals.
- Primary objective: Need to focus on sustaining waterfowl populations through the protection and conservation of habitat base. The human dimension aspect is important aspect of why and how we do this.

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Ballroom 1 and 2 Summary Presentation

What are the policy/structural issues with integration?

Diversity Challenges

- Individual state mandates likely influence level of championing hunter satisfaction
- Administrative policy challenge is that agencies are driven by incongruent goals and so focusing on hunter satisfaction may not be primary need.
- Need to embrace broader communities of potential constituents that we can convert into stakeholders (beyond waterfowl hunters). This remains a challenge we must focus on.
- Number of partnerships, Complex community of users/values and Diverse waterfowl management landscape (interests, stakeholders, nations).
- Tendency to seek groups with similar values at the local level makes it difficult to scale up (fragmentation in conservation community).
- Three legs of the stool conduct business differently.

Institutional Challenges

- State control versus national and international control of waterfowl management
- Institutional barriers (ownership). Power goes with budget, difficult to convince factions to give up something.
- Institutional inertia. Acknowledge its existence and deal with it.
- Potential lack of commitment of agencies to the concept of integration?
- Disconnect between what administrators/policy decision-makers want and what the technicians want.

Administrative Challenges

- Need to embrace broader communities of potential constituents that we can convert into stakeholders (beyond waterfowl hunters).
 - 1. Better marketing of policy to appropriate audience. More importantly, need to determine what we are marketing.
 - 2. Better performance metrics needed to measure success and how to allocate public funds efficiently.
 - 3. Determining what's possible for all the components of integration. If we do not succeed in habitat improvements, can we criticize others if they are unsuccessful in changing public attitude? Need to target marketing efficiently in our individual silos.
 - 4. Marketing strategy may need to be indirect to be inclusive of nature enthusiasts that may not be waterfowl enthusiasts. Challenge includes creating awareness among populace of broader issues (benefits of wetlands).
 - 5. How do we translate environmental interest into wetland conservation action. Need to apply focus to the marketing needed to convert interest to supportive stakeholders by improving the knowledge base.
 - 6. We don't have the tools to recruit audiences (including waterfowl hunters) to our cause. We need to broaden the constituencies – how we do that is the challenge.

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Communication Challenges

- Lack of a consensus rallying cry – e.g., more duck for hunting isn't accepted. Is there one thing that the public can't do without?
- Communication among multiple jurisdictions needs improvement (isolationist tendencies).
- Communication in jurisdictions where there are a lot of non-hunters, if we are to sell the integration of the 3 components and a hunting framework.
- Potential backlash among non-consumptive users if they see a pre-dominance of hunter influence on wetland management, e.g., instead of management for biodiversity or other ecological goods & services.
- Education challenge (getting non-hunters to understand the broader aspects of hunting's connection to conservation).
- Legislators don't understand the business and needs of waterfowl management. Their interest is in how it impacts their constituents, e.g., economic impact – specific measures of social impact.
- We have to figure out what hunter numbers respond to.
- Funders are facing their own challenges in terms of core funding when we make requests.
- Education challenge (getting non-hunters to understand the broader aspects of hunting's connection to conservation).

Technical Challenges

- Need to set GOALS first before struggling direction on policy/structural issues.
- Need to do a better job of tying expenditures on habitat to measures of public values.
- Lack of ability at present to step down population objectives to JV level
- Need to do a better job of tying expenditures on habitat to measures of public values.
- Lack of ability at present to step down population objectives to JV level.

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Ballrooms 3, 4, 5 Summary Presentation

What are the technical challenges to integration?

“Silos” are a problem, and develop in part because professional conservation staff are not comfortable – or do not desire – to take on challenges like integrating H-D

- Silos of our own creation. If we created them we can solve them
 - Need to blow up silos, similar to the “game”, “non-game” situation

We need to build up our H-D component/capacity

- Just doing surveys will not help the problem
 - Need to do more outreach and communications so hunters better understand the waterfowl management process

Need to utilize and build on the capacity to understand what hunters want

- Build our capacity for communications and outreach so the decisions we make are not a mystery to hunters

What are the policy/ structural issues with integration?

How do we build a structure that considers the needs of states to accommodate populations and therefore hunter desires?

- A suggestion that every flyway should have a habitat sub-committee, and JV’s should be represented on those committees

NAWMP is an excellent model for working across organizational barriers; we simply need to look at key areas where integration with other waterfowl programs is necessary/beneficial.

Sense is that major restructuring is not needed; fine-tune the system in place; tools are largely available

Sense that focus and priority on NAWMP in Canada has seriously eroded, and that creates an impediment to integration

Need to sustain waterfowl populations for all user groups

How do we elevate the value of landscape conservation against land use pressures that are fueled by societal needs?

How do we generate or enlist broader public support for conservation when larger demographics are becoming less connected to the land either recreationally or politically?

How do we deal with public apathy either within the wildlife community or a larger context if they assume that we’re doing a good job and the resources are viewed as being in good shape? Are we in need of a good crisis?

Institutionally (Flyways, NAWMP, NAWCA, etc) are we keeping up with societal changes and how is this expressed differently between the US, Canada and Mexico?

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Are we allocating the appropriate resources to the priority issues? Do we have the infrastructure, staff and skills sets in place to effectively accommodate coherence and clarify our goals/objectives?

Are we looking far enough ahead?

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Deer, Elk, Cedar, Birch Summary Presentation

What are the technical challenges to integration?

- Clear objectives
- Conceptual framework for integration
- Developing the technical details
- Monitoring needs in an integrated framework
- Limited technical capacity
- Institutional framework to support integrated technical work

Objectives

- The starting point for technical work is a clear set of overarching objectives
- Despite the good discussion this morning, there's still a long way to go
- We don't know how to weight objectives, and the effects of that weighting
 - Need a mechanism for dealing with tradeoffs
- Turning Point questions....

Conceptual Framework

- Need a conceptual framework for the linkages between the three focus areas
 - Need to identify assumptions about HD
- Need to define integration
- Need to develop a common currency
 - K may be inadequate (or at least, not understood)
 - Can K incorporate societal preferences?
- Scale issues are a huge challenge—we don't really know how to think about the interactions across scales yet

Technical Challenges

- Large number of challenges to developing the technical details
- Especially on the HD side, which is the youngest of the disciplines

Technical Challenges (Metrics)

- Lack metrics for many important aspects:
 - Landscape change
 - Hunter satisfaction

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

Technical Challenges (HD)

Don't understand basic aspects of HD, let alone how those might change over time, and in response to management actions

- Hunter aren't homogeneous
- What factors affect hunter participation and satisfaction?

Technical Challenges (Population)

- Seasonally-segmented survival rates at small spatial scale
- Movement probabilities
- Identification of appropriate species to monitor
- Monitoring changes in distribution
- Scale and relationship of density-dependence
- Improve harvest rate predictions

Technical Challenges (Habitat)

- Refining linkages between habitat work and vital rates
- Refining linkages between vital rates and continental K
- Incorporating climate change

Monitoring Needs

- Eventually, we'll have to ask what data streams are needed to support an integrated framework
- This may require redesign of existing monitoring programs and development of new ones

Technical Capacity

- There is limited technical capacity within the three disciplines, let alone between them
- How do we find, attract, and/or nurture this capacity?
- How do we engage organizations (like USGS) that might have technical capacity?

Institutional Structure

- We have institutional structures for technical development within two of the legs of the stool (AHMWG, NSST)
- But not for integrated work
- Other policy impediments
 - Difficult to reallocate resources among competing priorities

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

PreFunction Areas 1, 2, 3 Summary Presentation

What are the technical challenges to integration?

- Not complete consensus need move down this path – 2 groups felt it needed to happen, 1 not sure worth the investment of resources
- We could easily id many “functional” impediments to moving forward with integration:
 - many came down to limited resources to support current programs
 - efforts to provide more coherent decision frameworks will also require
 - reallocation of these same resources
 - how can we combine and/or refocus resources to meet challenges
 - potential for growing conflict for multiple constituencies

What are the policy/structural issues with integration?

- Given all the functional impediments, are there structural (institutional) changes necessary? What are the structural challenges?
 - For integrating human elements? Or even effectively interacting with public?
 - Not matter of minor adjustment – no structures in place, or current processes weak
 - Shortage of HD expertise
 - No explicit framework for identifying and evaluating implications of multiple competing objectives.
 - For integrating habitat and harvest infrastructures?
 - Minor adjustments or wholesale changes needed?
 - Future loss of institutional memory will likely increase and maybe change the nature of the challenges.
 - Related to that – managed systems and systems managing for are changing under our feet – how deal with these system changes in decision-making frameworks
- Has existing structure and explicit decision making, processes associated with it, throttled the ability of the mgt community to consider and incorporate other societal values?
 - AHM: removed collaborative aspects of wf mgt?
 - shouldn't have but has it given lack of explicit framework for crafting and evaluating objectives
 - Is the strict regs process a barrier? Are we asking too much of it.
- Now only have capacity to move toward integration for handful of spp – is this a barrier or an opportunity?
- Major difficulties in understanding how to link habitat capacity to a demographers continental K?
- But, is the culture open to really incorporating human dimensions into waterfowl harvest and habitat mgt decision making?

Appendix F: Breakout Session #2 Challenges of Integration

SUMMARY PRESENTATIONS

- Are we ready to be more directly accountable for both the harvest AND the habitat decisions we make...wrt public desires (performance metrics based on public desires).
- Do we really want to know...
 - might not be able to meet what they want,
 - may drain resources from habitat and harvest,
 - might wake up a sleeping giant...force realization that we want something different than what wf mgt community doing

Appendix G: Breakout Session #3 How do we move forward

SUMMARY PRESENTATIONS

Ballrooms 1, 2, 3 Summary Presentation

How do we move forward with coherence?

Questions:

- Do we need more explicit goals re: hunters, habitat capacity first?
- Is it a foregone conclusion we will pursue coherence with all three legs? If so, Need explicit objectives upfront.
- If there is buy-in, coherence will need to include goals & measureable objectives as part of the package.
- Who will call the shots?
- Can we have a common population objective for harvest and habitat management?
- May need a continental K and a JV K
 - JVs look to achieve long-term gains in potential K (“potential” as when moisture conditions are favorable), and harvest management looks at annual changes in K driven mostly by uncontrollable factors like wet ponds

What needs to happen to achieve the benefits of coherence?

Needs:

- Need to make a recommendation re: who makes that decision.
- Need a broader definition of what the HD component is.
- Make progress on harvest & habitat coherence - but uncertainty re: HD component may force us to define objectives for HD first.
- We have a conceptual example in the JTG report for unifying harvest & habitat mgmt. and a discussion of trade-offs between these two. But judging the trade-off must include a component of HD in making choices.
- Pursue collective buy-in from institutional leadership in the waterfowl community.
- Provide decision-making tools for our leadership:
- Provide information re: the costs/benefits of the pursuing a process of achieving coherence. Articulate obstacles, information needs, cost of achievement...put the decision back on the leadership for an informed decision.
- Need to identify the leadership structure for the decision making exercise.

Recommendations:

- *A revolutionary idea:*
- A more inclusive decision-making entity (consortium) would bring down the “Silo” effect and increase the ownership needed. (overall umbrella organization).
- This new leadership structure would craft the overall goals of waterfowl management
- Not that revolutionary...The existing sub-groups of our current infrastructure would still be functional.

Appendix G: Breakout Session #3 How do we move forward

SUMMARY PRESENTATIONS

- Take a close look at Plan Committee structure to reconstitute and provide the authority required. Build a new *consortium* for coherence with the authority needed for considering and, defining the mgmt. goals & objectives of waterfowl mgmt. ...and with the oversight of the management framework required to support coherence of waterfowl management.
- Developing strategies & objectives to pursue coherence must flow from the leadership revolution.
- What are the covariates related to hunter expectations? How well is the system addressing those expectations?
- Need a permanent HD work group to identify key constituencies and bring to the new consortium the explicit definitions of the components of the HD aspects in linking habitat & harvest.
- Next update of the NAWMP should explicitly incorporate all three components. Start with a Scoping Exercise for Plan revision to be completed over a 6 month period.
- What do we have to do to achieve coherence?
 - Identify a process through which objectives of waterfowl management can be determined
 - Setting objectives is a policy decision
 - What do policymakers need to know to inform their decision?
 - How can technical people help?
 - Provide analyses that demonstrate the implications and tradeoffs that may occur as a result of alternative management objectives
- Develop the technical competence in all three areas
- Set in place institutional structures to make sure that we can make headway on the technical issues to achieve coherence
- Task the technical groups (Flyway Technical Committees, NSST, and waterfowl H-D group with conceptualizing their “leg of the stool”, as well as assessing what they need to do to achieve coherence with the other groups
- What are the ramifications re: reaction of All-bird JVs? Will it serve as an impetus for other bird initiatives to step things up...or will they day “sorry we are all-bird entities”...

Appendix G: Breakout Session #3 How do we move forward

SUMMARY PRESENTATIONS

Ballrooms 4, 5, and Pre-Function 1 Summary Presentation

How do we move forward with coherence?

- We need a better collective understanding of what coherence and/or integration is.
- How would we recognize it if we saw it?
- What are the tangible benefits, and do they outweigh the (likely significant) costs?
- We probably have technical expertise (not necessarily capability) to integrate harvest and habitat management (for improved efficiency)
- But that has to be guided by societal values and needs
 - Where do they come from?
 - How are they used to guide integration/coherence?
 - Are we prepared to be guided by those (possibly, non-traditional) values?
- Clearly, HD expertise is required to help define/clarify goals & objectives of w/f management, but the scope of the HD effort necessary is far from clear.
- 3-legged stool perhaps not best metaphor, because HD provides the necessary foundation for harvest and habitat objectives, tactical approaches to planning, implementation, and evaluation
- But agreement that we need to be more accountable (marketable) to *all* stakeholders.
- Our major challenge is to determine how we would measure mgmt success / performance? i.e., what are we trying to accomplish as a mgmt community?

Appendix G: Breakout Session #3 How do we move forward

SUMMARY PRESENTATIONS

Elk, Cedar, Birch Summary Presentation

What recommendations do participants have?

- Need a more common understanding of what coherence and integration mean; could be an important objective for tomorrow morning
- Need to balance the unknowns associated with moving forward with the unknowns of maintaining the status quo
- Need to better articulate the synergistic benefits of integrating all 3 legs of the stool
- Establish a small, blue ribbon panel to explore ways for the 3 legs to interact institutionally
- Recognize that financial resources are finite
 - absent a new infusion of resources, growth in one area means contraction in another
- Need to re-design infrastructure to economize; some of this can come from integration of capacities
- Need to better job of accessing and integrating assets of each component and partners

Flyway Councils/Regs Process:

- Need to simplify the regulations process
- Charge Flyways with simplifying the process in order to spend more intellectual capacity on the things that are most important to waterfowl populations
- Incorporate an HD metric into harvest decisions

NAWMP and JVs:

- Use NAWMP update as an opportunity to put together the conceptual framework for integration
- Use NAWMP update as a focal point for organizing needs, action items, use as an instrument to develop the road map for moving forward
- Need to develop timeline for revision of NAWMP goals

Human Dimensions:

- Develop and charge a HD Working Group to scope potential costs of moving forward
- Get better understanding of hunters and hunter segments
- Better define segments of human population and their relevance to waterfowl conservation

Appendix G: Breakout Session #3 How do we move forward

SUMMARY PRESENTATIONS

Prefunction Areas 2, 3 and Deer Lake Summary Presentation

How do we move forward with coherence?

- Need to build and explore agreement for pursuing coherence
 - Need to understand where the push back is coming from
 - What are the benefits and risk coherence
 - HD is not well known and there are concerns about impacts on resources.
- 2 – legged stool –
 - Comfort in integration of habitat and population management within a social context
 - HD informs the social context. Not necessarily managing the HD dimension.
 - Don't know how to do this yet.
 - Need to function on the hunters first then the other
- Belief that we are looking at tweaking existing structures not rebuilding from scratch.
 - Adaptively update the process over time.

What needs to happen to achieve the benefits of coherence?

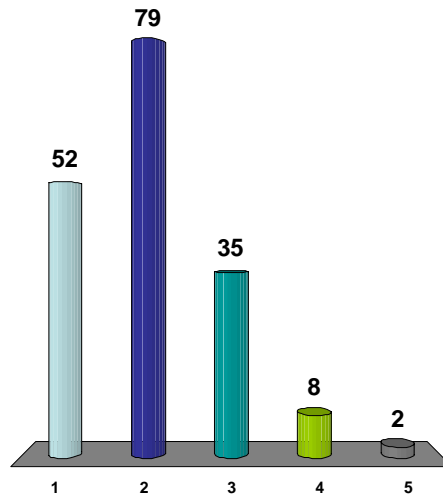
- Needs to be leadership that sets clear vision with clear defined expectations, and keep it fresh and in the fore front over time.
- Need to build a HD plan with clear vision and expectation, similarly robust to NAWMP and AHM plans.
- Each JV should include a HD chapter into there plans. They should decide how it is applied.
- Need to look at our communication capability. Need to address sudden and important issues.
- Refuge system regulations affecting waterfowl management and hunters should come through SRC.
- Form HD committees within all 4 flyways.
- Create a “flyway consultant role for CWS regulation process similar to USFWS process (goal: increase integration across borders).
- Increase human dimensions training for waterfowl management biologists. (goal: improve human dimension considerations).

Day 1 – 1 p.m. Session Turning Point

Slide 1:

I am happy to be here

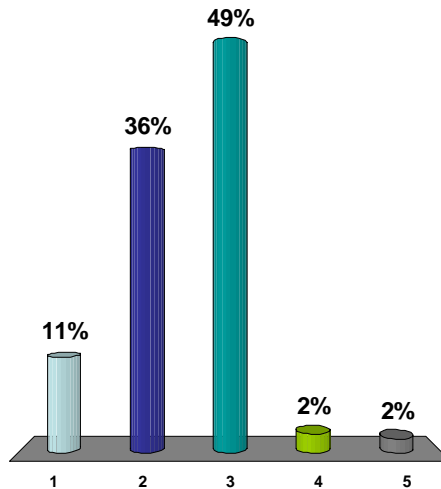
- 1. Strongly Agree
- 2. Agree
- 3. Neutral
- 4. Disagree
- 5. Strongly Disagree



Slide 2:

So far, this workshop is meeting my expectations

- 1. Strongly Agree
- 2. Agree
- 3. Neutral
- 4. Disagree
- 5. Strongly Disagree

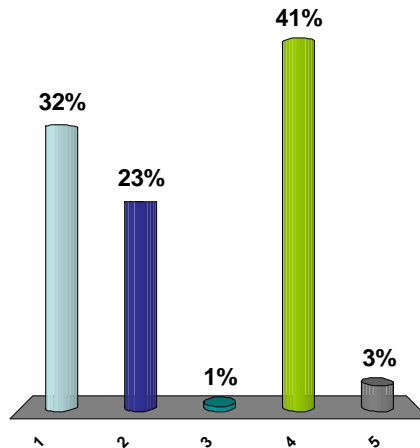


Appendix H: Turning Point Results

Slide 3:

What is your *primary* employment affiliation?

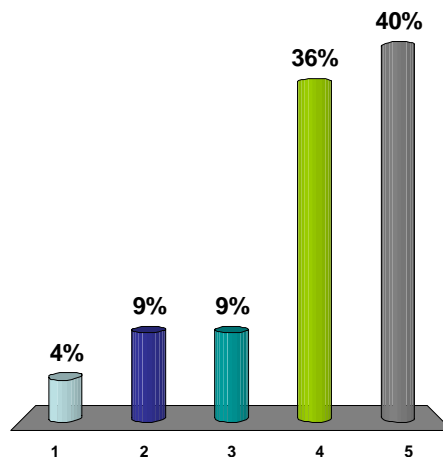
1. Federal Agency
2. Non-Government Organization
3. Private Business
4. State/Provincial Agency
5. University



Slide 4:

How long have you been active in waterfowl management?

1. 0-1 years
2. 2-5 years
3. 6-10 years
4. 11-20 years
5. 21-30 years

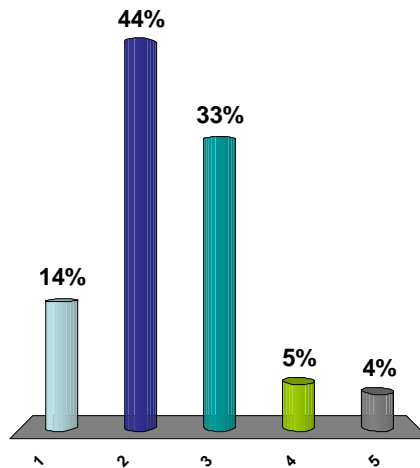


Appendix H: Turning Point Results

Slide 5:

Which *ONE* hat do you most frequently find yourself wearing when it comes to waterfowl management?

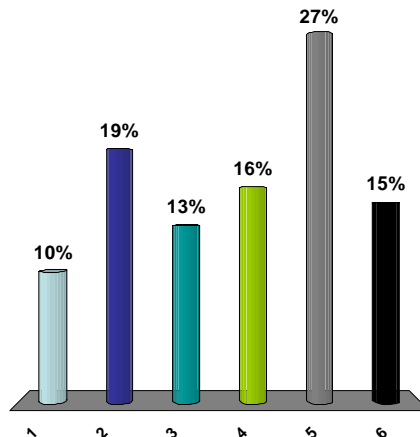
1. **Agency Director/Executive Director**
2. **Administrator/Program Coordinator**
3. **Biologist/Scientist**
4. **Researcher/Academic**
5. **Regulations Committee Member**



Slide 6:

Which *ONE* best describes the geography for which you have waterfowl *habitat* responsibilities?

1. **Atlantic Flyway**
2. **Mississippi Flyway**
3. **Central Flyway**
4. **Pacific Flyway**
5. **National/multiple Flyways**
6. **Don't have habitat responsibilities**

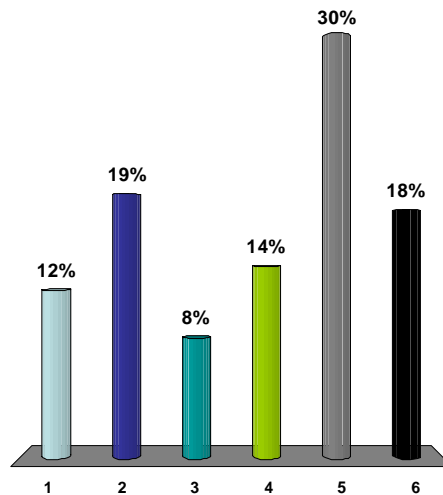


Appendix H: Turning Point Results

Slide 7:

Which *ONE* best describes the geography for which you have waterfowl population responsibilities?

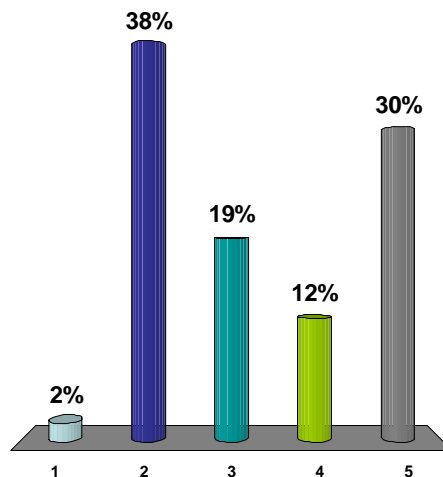
1. Atlantic Flyway
2. Mississippi Flyway
3. Central Flyway
4. Pacific Flyway
5. National/multiple Flyways
6. Don't have population responsibilities



Slide 8:

On average, about what percent of your duty time do you usually spend on waterfowl management each month?

1. 0%
2. 1% to 25%
3. 26% to 50%
4. 51% to 75%
5. 76% to 100%

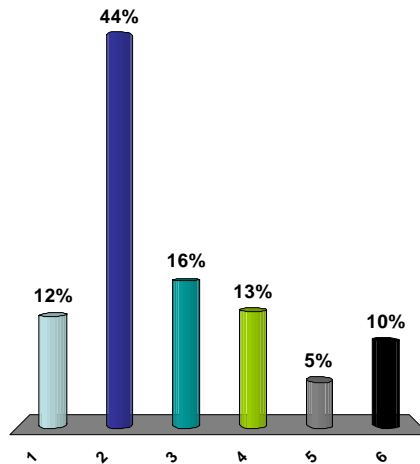


Appendix H: Turning Point Results

Slide 9:

How important is waterfowl hunting to you?

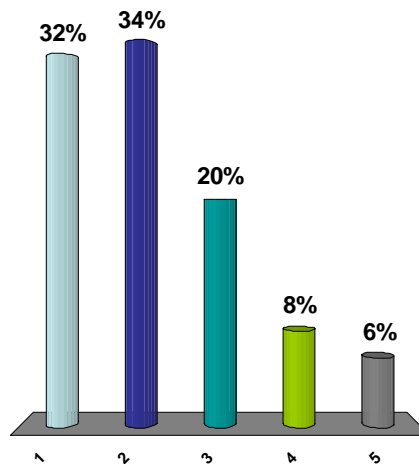
1. It's my most important recreational activity
2. It's one of my most important recreational activities
3. It's no more important than my other recreational activities
4. It's less important than my other recreational activities
5. It's one of my least important recreational activities
6. I don't hunt waterfowl



Slide 10:

When did you start hunting waterfowl?

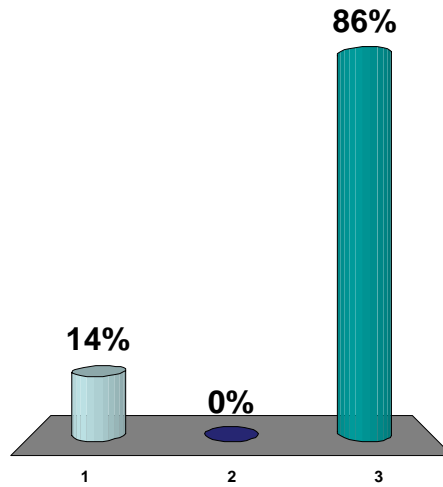
1. Before 1970
2. 1970 to 1979
3. 1980 to 1988
4. 1989 to 1996
5. 1997 to 2008



Slide 11:

What is your Country:

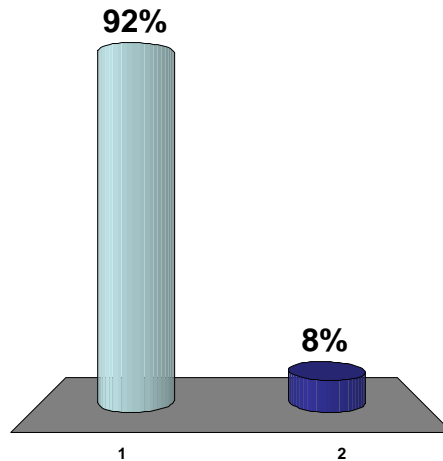
1. Canada
2. Mexico
3. United States



Slide 12:

You are:

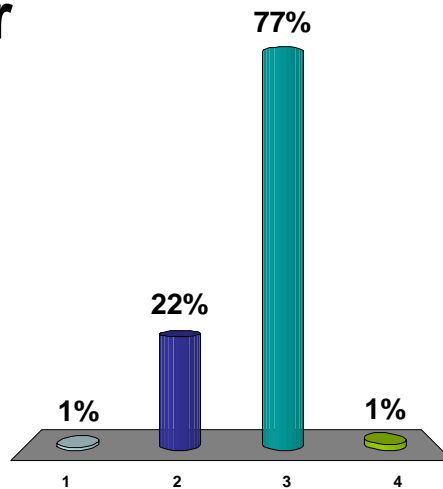
1. Male
2. Female



Slide 13:

You are:

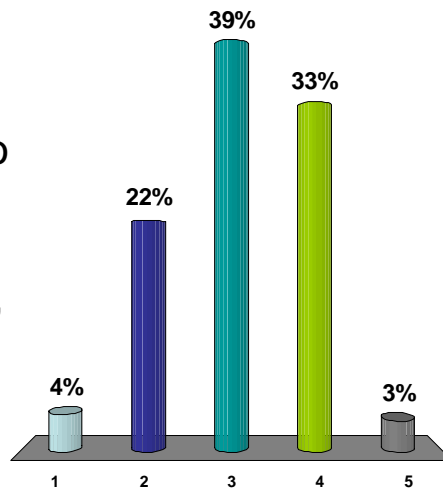
1. 24 or under
2. 25-44
3. 45-64
4. 65 or over



Slide 14: (Jim Ringelman Presentation Turning Point Question)

When you have a choice of whether or not to use information from models, you:

1. Use models a little
2. Use models some; mostly other factors
3. Give equal weight to models and other factors
4. Use models heavily, along with other factors
5. Use models almost exclusively

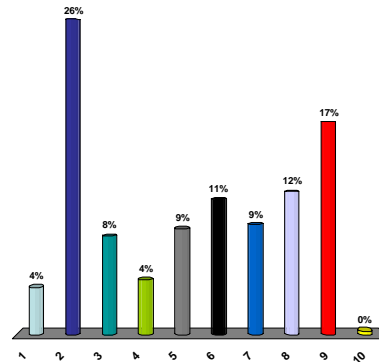


Appendix H: Turning Point Results

Slide 15: (Mike Runge Presentation Turning Point Question)

What are your top TWO objectives for waterfowl harvest management?

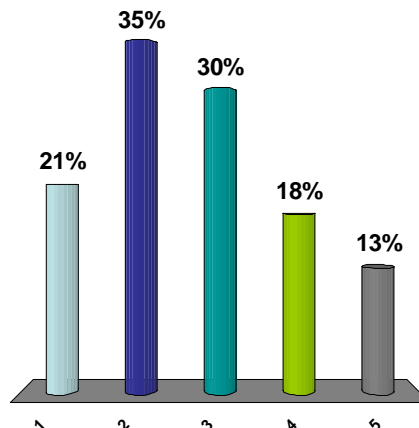
1. maximize harvest
2. keep harvest sustainable for all species
3. avoid closed or partial seasons
4. maximize the frequency of long seasons
5. have relatively stable regulations
6. have relatively simple regulations
7. keep populations near the NAWMP goals
8. motivate hunter participation
9. motivate habitat conservation
10. other



Slide 16: (Andy Raedeke Presentation Turning Point Question)

Which of the following would you prefer for a hunter participation objective?

1. **Focus on habitat and populations**
2. **Stabilize hunter numbers**
3. **Increase by 10%**
4. **Increase to 1970s levels**
5. **None of the above**



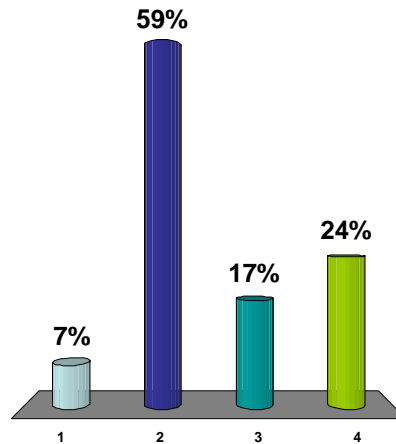
Appendix H: Turning Point Results

Day 1 – End of Session (5 p.m.) Turning Point Slides

Slide 17:

Which of the following is the most important objective for waterfowl management?

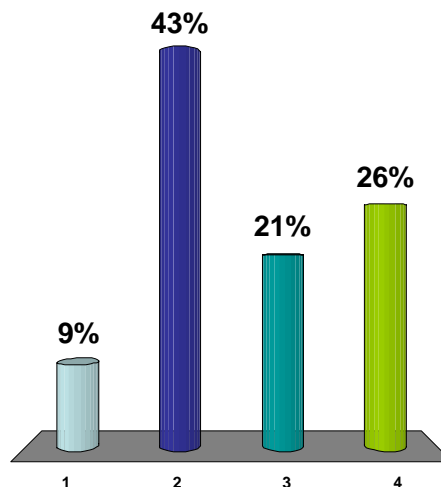
1. Hunter numbers sufficient to ensure hunting traditions
2. Habitat sufficient to maintain waterfowl populations
3. Populations necessary to ensure hunter participation
4. Hunter numbers sufficient to support habitat programs



Slide 18:

Which of the following are the most important objectives for waterfowl management?

- (3 votes)
1. Hunter numbers sufficient to ensure hunting traditions
 2. Habitat sufficient to maintain waterfowl populations
 3. Populations necessary to ensure hunter participation
 4. Hunter numbers sufficient to support habitat programs

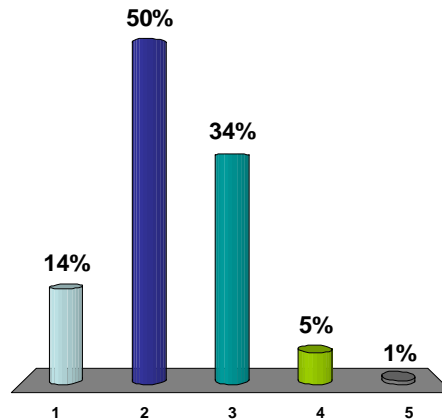


Appendix H: Turning Point Results

Slide 19:

So far, this workshop is meeting my expectations

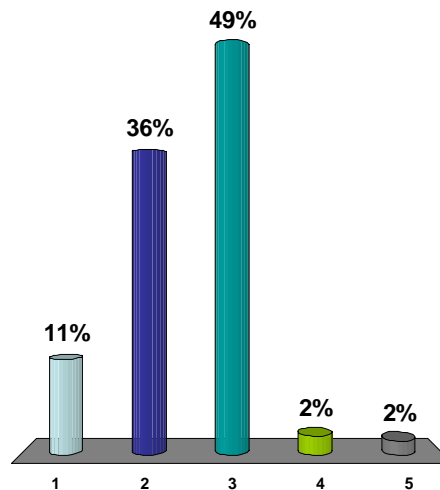
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 20:

So far, this workshop is meeting my expectations

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

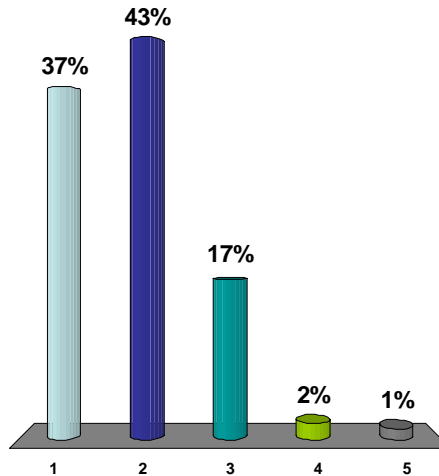


Appendix H: Turning Point Results

Slide 21:

The Turning Point technology (voting things)
are a useful tool

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

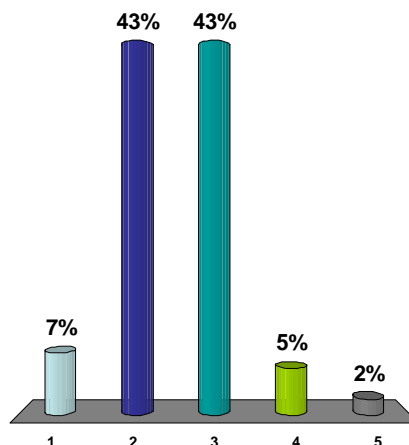


Day 2 – 8 a.m. Session Turning Point Slides

Slide 22:

So far, this workshop is meeting my
expectations (Wed. a.m.)

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



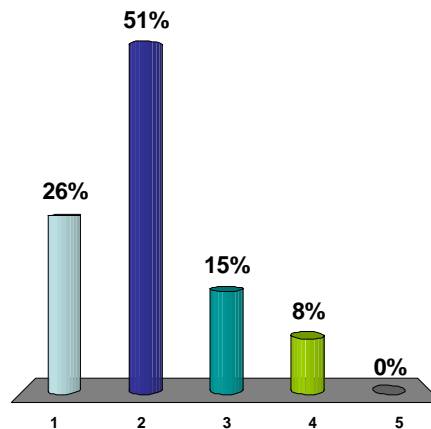
Appendix H: Turning Point Results

Breakout Session 2 Turning Point Questions (from groups)

Slide 23:

The concept of integrating habitat, harvest and HD is conceptually sound

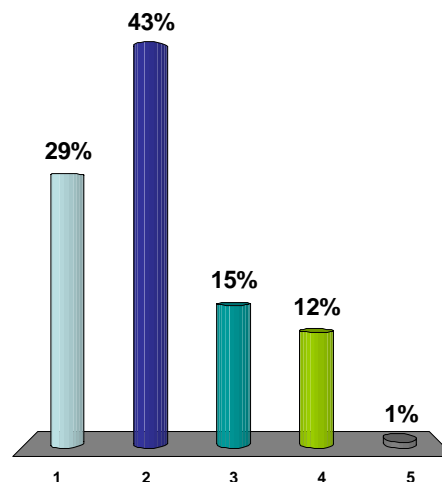
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 24:

It is technically practical AND a wise use of resources to integrate habitat and harvest

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

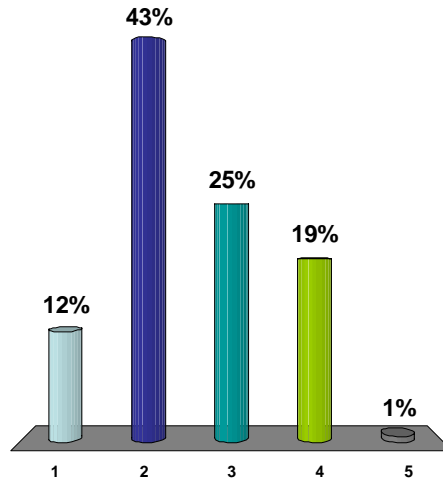


Appendix H: Turning Point Results

Slide 25:

It is technically practical AND a wise use of resources to integrate habitat and HD

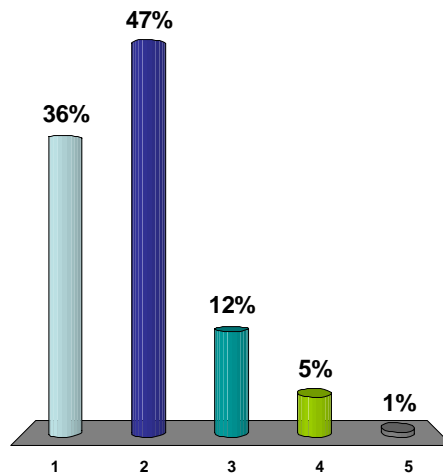
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 26:

It is technically practical AND a wise use of resources to integrate harvest and HD

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

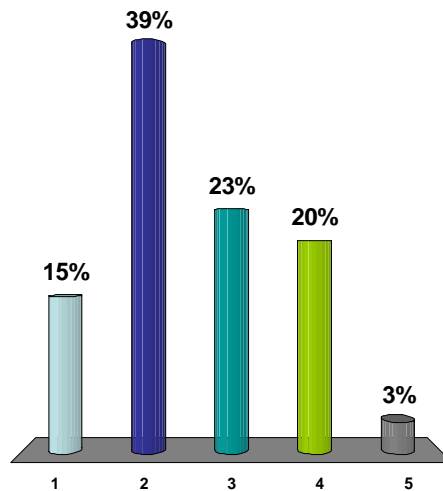


Appendix H: Turning Point Results

Slide 27:

It is technically practical AND a wise use of resources to integrate *harvest, habitat & HD*

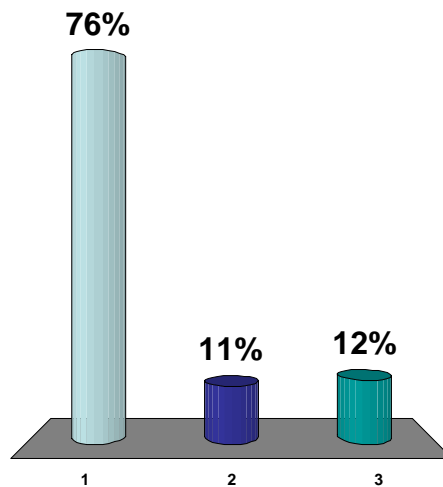
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 28:

Should NAWMP population goals be revisited?

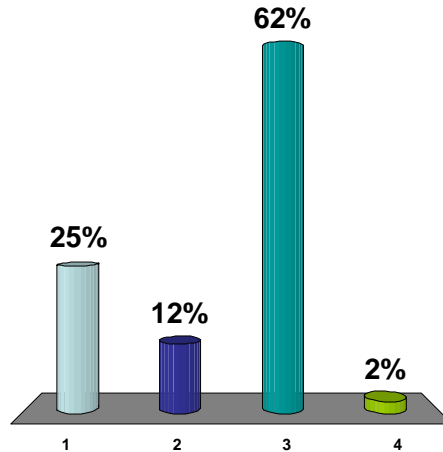
1. Yes
2. No
3. Don't know



Slide 29:

If the goals were revisited, whose input should be considered?

1. Tech Biologists
2. Administrators/
Policy Makers
3. Negotiated
among
stakeholders
4. Based on duck
hunters
expectations

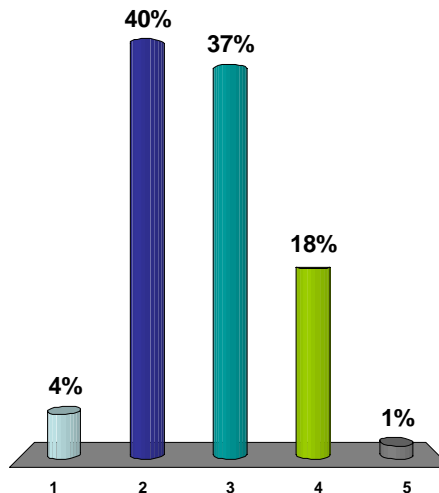


Day 2 – 1 p.m. Session Turning Point Slides

Slide 30:

So far, this workshop is meeting my expectations (Wed. 1p.m.)

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 31:

Objective #1

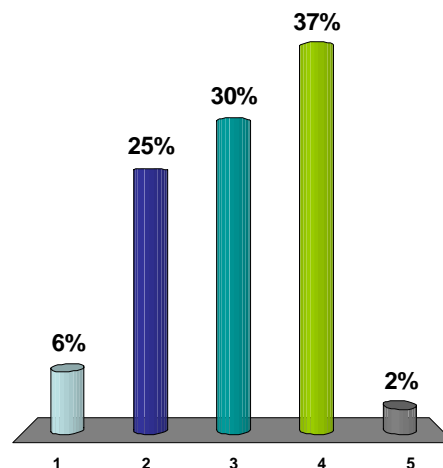
As a result of attending the Workshop, we want participants to:

- *Know enough about the features and workings of a coherent framework to understand how enhanced coherence could lead to increased benefits for administrators, managers, and hunters.*

Slide 32:

We are making good progress in achieving Objective #1.

1. **Strongly Agree**
2. **Agree**
3. **Neutral**
4. **Disagree**
5. **Strongly Disagree**



Slide 33:

Objective #2

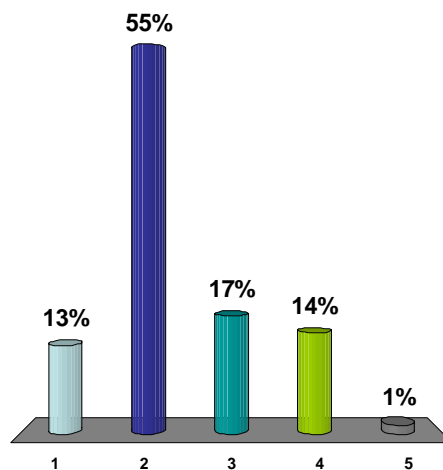
As a result of attending the Workshop, we want participants to:

- *Feel that they have a stake and a responsibility in the outcome, and should play a role in enhancing coherence in waterfowl management.*

Slide 34:

We are making good progress in achieving Objective #2.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 35:

Objective #3

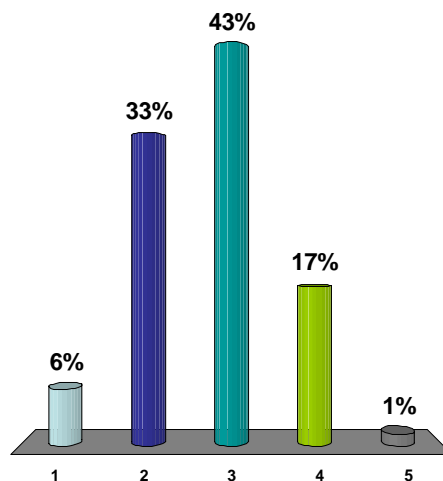
As a result of attending the Workshop, we want participants to:

- *In their respective agencies and organizations; help identify and support the decisions and actions necessary to advance the habitat, harvest, and human dimensions components of a more coherent framework.*

Slide 36:

We are making good progress in achieving Objective #3.

1. **Strongly Agree**
2. **Agree**
3. **Neutral**
4. **Disagree**
5. **Strongly Disagree**



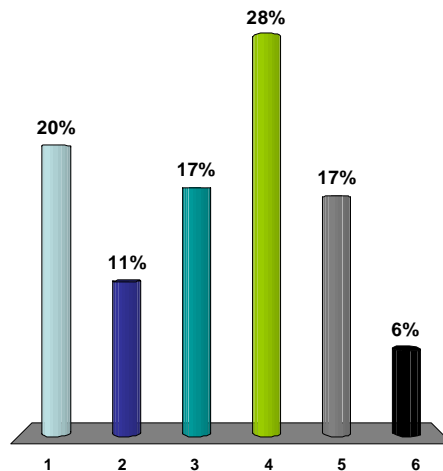
Appendix H: Turning Point Results

Breakout Session #3 Turning Point Questions (from groups)

Slide 37:

The most appropriate entity to be charged with the leadership role in moving coherence forward is:

1. CWS/USFWS
2. AFWA
3. Flyway Councils
4. NAWMP Plan Committee
5. Other
6. None of the Above

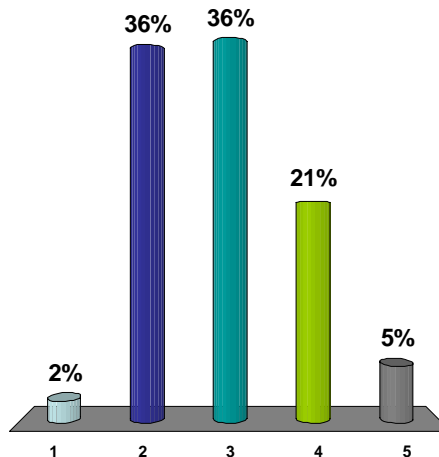


Day 3 – 8 a.m. Session Turning Point Slides

Slide 38:

So far, this workshop is meeting my expectations

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

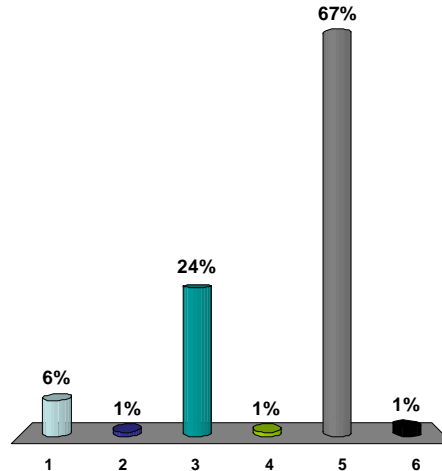


Appendix H: Turning Point Results

Slide 39:

If the NAWMP goals were revisited, whose input should be considered?

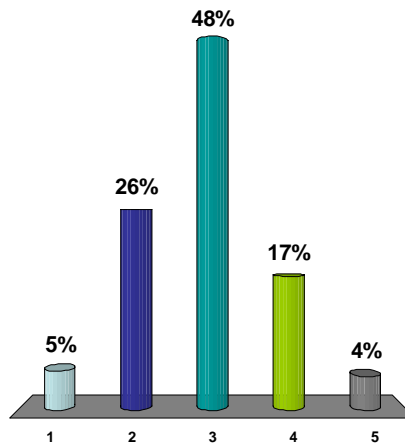
1. Tech Biologists
2. Administrators/
Policy Makers
3. Negotiated among
stakeholders
4. Based on duck
hunters
expectations
5. All of the above
6. Other



Slide 40:

How knowledgeable are you about yield curves, and how they relate to population size and sustainable annual harvest?

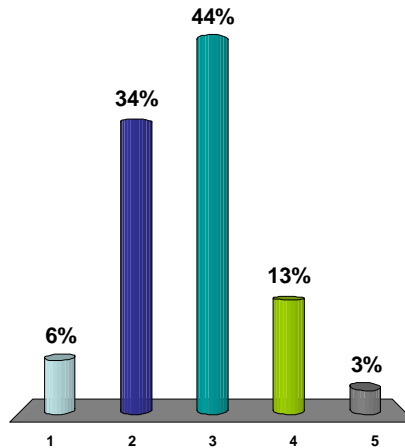
1. Extremely
2. Very
3. Somewhat
4. Slightly
5. Not



Slide 41:

How knowledgeable are you about “Coherence” as a waterfowl management concept?

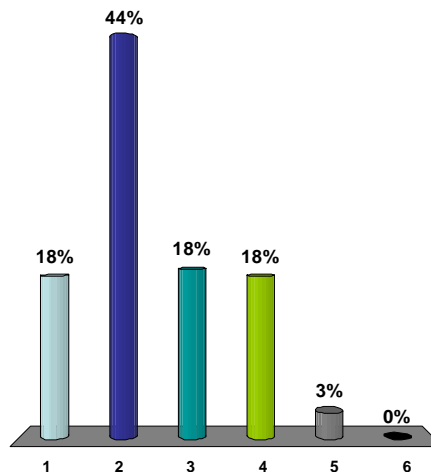
1. Extremely
2. Very
3. Somewhat
4. Slightly
5. Not



Slide 42:

Too little attention has been placed on understanding waterfowl hunters and their satisfaction

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree
6. Don't Know

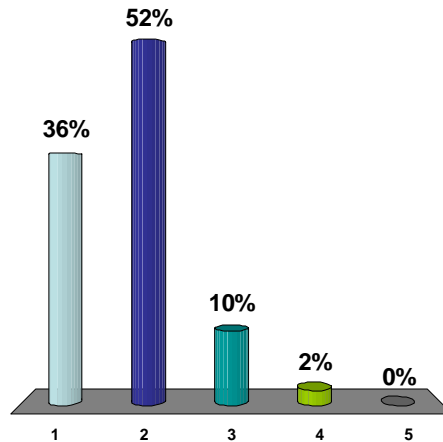


Appendix H: Turning Point Results

Slide 43:

The waterfowl management community should continue investigating incorporation of HD elements into waterfowl mgt decision-making processes

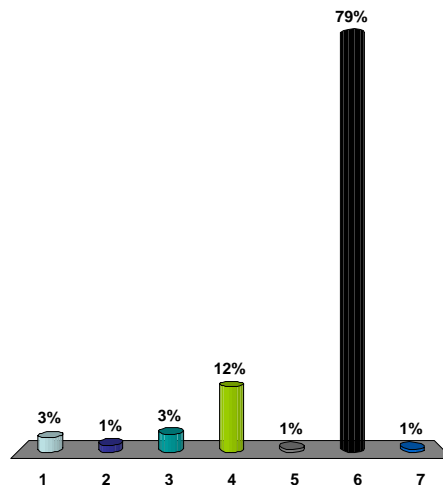
- 1. Strongly Agree**
- 2. Agree**
- 3. Neutral**
- 4. Disagree**
- 5. Strongly Disagree**



Slide 44:

If it is determined that “coherence” is warranted, what is the most appropriate entity to take a leadership role in moving it forward:

- 1. CWS/USFWS**
- 2. AFWA**
- 3. Flyway Councils**
- 4. NAWMP Plan Committee**
- 5. NGO(s)**
- 6. Collaboration of one or more (1-5)**
- 7. Other**

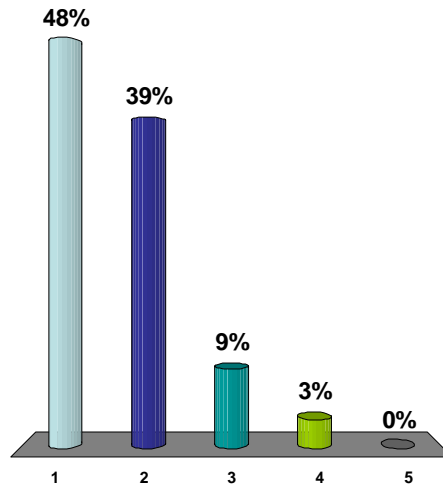


Appendix H: Turning Point Results

Slide 45:

We should continue down the path toward integration of habitat and harvest

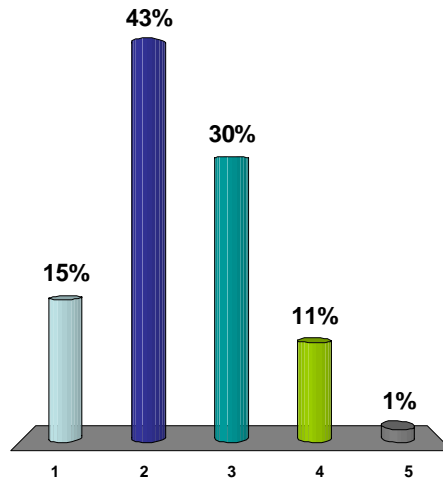
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 46:

We should continue down the path toward integration of habitat and HD

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

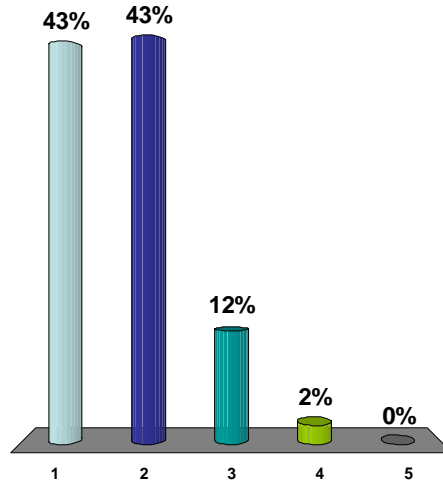


Appendix H: Turning Point Results

Slide 47:

We should continue down the path toward integration of harvest and HD

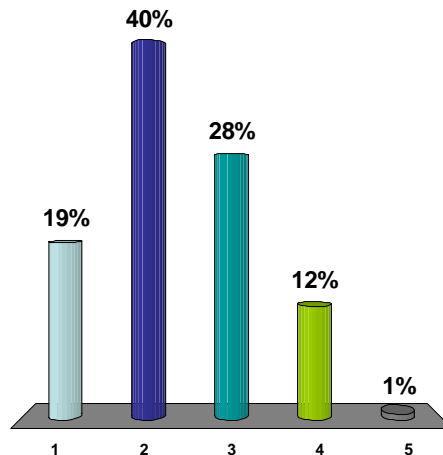
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 48:

We should continue down the path toward integration of harvest, habitat & HD

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

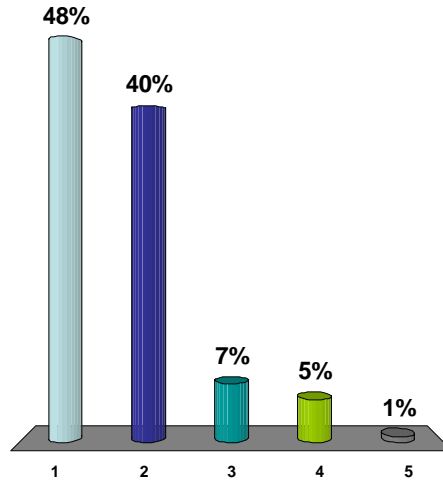


Appendix H: Turning Point Results

Slide 49:

I am comfortable with a recommendation that the NAWMP update should be used to develop more coherent goals for WF harvest and habitat management

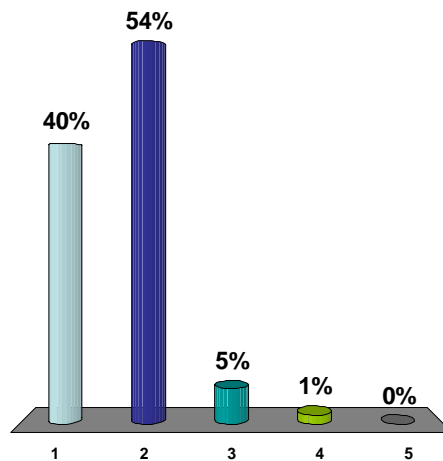
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 50:

I am comfortable with a group or venue be created to continue the work of the HDWG

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Day 3 - 11 a.m. Workshop Evaluation Turning Point Slides

Slide 1:

Objective #1

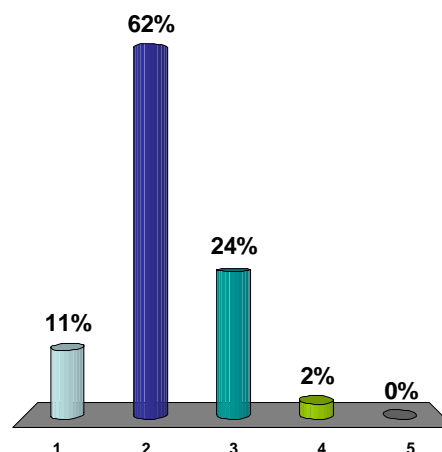
As a result of attending the Workshop,
we want participants to:

- *Know enough about the features and workings of a coherent framework to understand how enhanced coherence could lead to increased benefits for administrators, managers, and hunters.*

Slide 2:

We achieved Objective #1.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 3:

Objective #2

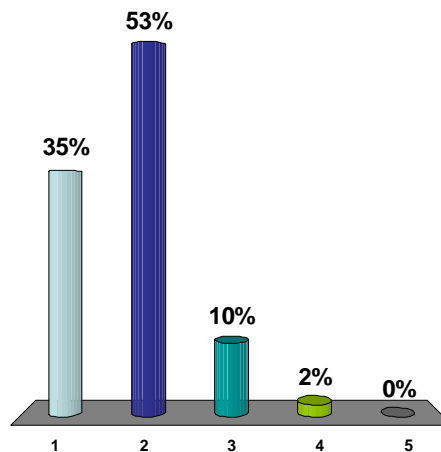
As a result of attending the Workshop,
we want participants to:

- *Feel that they have a stake and a responsibility in the outcome, and should play a role in enhancing coherence in waterfowl management.*

Slide 4:

We achieved Objective #2.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 5:

Objective #3

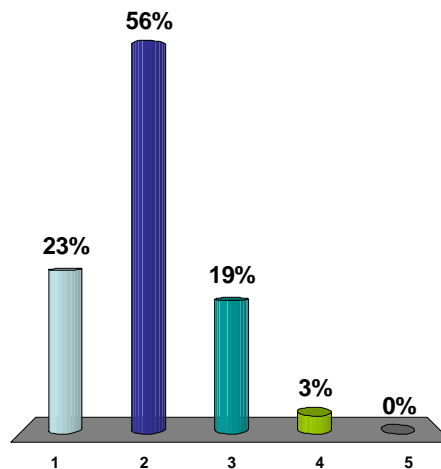
As a result of attending the Workshop,
we want participants to:

- *In their respective agencies and organizations; help identify and support the decisions and actions necessary to advance the habitat, harvest, and human dimensions components of a more coherent framework.*

Slide 6:

We achieved Objective #3.

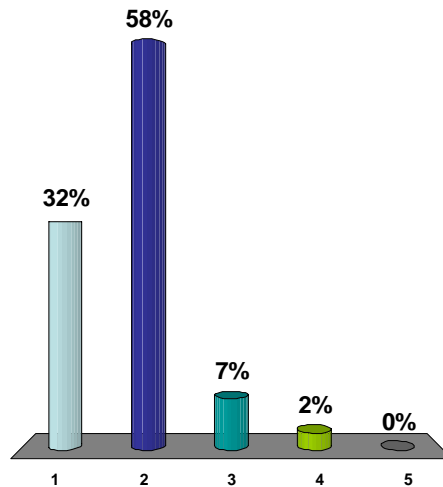
1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



Slide 7:

The necessary people were in attendance to meet the objectives.

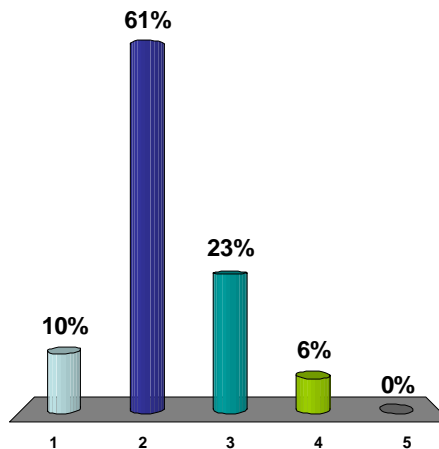
- 1. Strongly Agree**
- 2. Agree**
- 3. Neutral**
- 4. Disagree**
- 5. Strongly Disagree**



Slide 8:

Overall, this workshop met my expectations

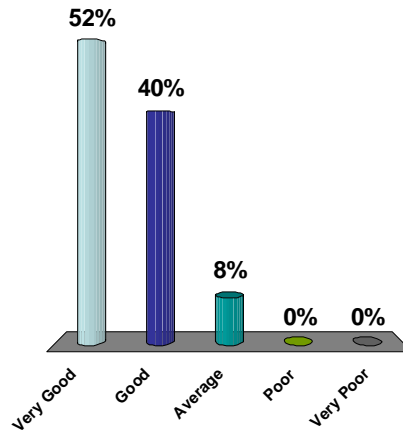
- 1. Strongly Agree**
- 2. Agree**
- 3. Neutral**
- 4. Disagree**
- 5. Strongly Disagree**



Slide 9:

The workshop's facilitation was:

1. Very Good
2. Good
3. Average
4. Poor
5. Very Poor



Slide 10:

The workshop's facility was:

1. Very Good
2. Good
3. Average
4. Poor
5. Very Poor

