

The Future of Waterfowl Workshop 2

Speaker Profiles



Michael Anderson

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Emeritus Scientist, Ducks
Unlimited Canada

Mike Anderson, Emeritus Scientist at Ducks Unlimited Canada, grew up in ND, earned degrees from Colorado State University, Utah State University and the University of Minnesota. He spent 18 years at the Delta Waterfowl and Wetlands Research Station in Manitoba and 24 years with DU's Institute for Wetland and Waterfowl Research that he helped establish. He has been involved in NAWMP efforts from the beginning, working at mainly JV and international levels. He is presently the longest-serving member of the Plan Committee.



Scott Boomer

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wildlife biologist, U.S. Fish and
Wildlife Service

Scott Boomer is a wildlife biologist in the Branch of Population and Habitat Assessment with the USFWS's Division of Migratory Bird Management. Scott's primary responsibilities include the development and implementation of decision frameworks that support migratory game bird management. Since 2007, he has coordinated the USFWS's Adaptive Harvest Management program. Scott's research and management activities focus on the application of estimation, modeling, and optimization methods to adaptive approaches to decision-making in the face of uncertainty. Scott earned a B.S. (1990), M.S. (1998), and Ph.D (2002) in wildlife science from Cornell University.



Mike Carter

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Coordinator, Playa Lakes Joint
Venture

Mike received his master's degree in zoology in 1984 from Oklahoma State University where he studied wintering Northern Harriers and Red-tailed Hawks on a tall grass prairie in Oklahoma. From there he went in the Peace Corps from 1985-1986 in Liberia, West Africa where he worked documenting birds at a new national park under a grant from the World Wildlife Fund and returned twice on grants from the National Geographic Society. In 1988, Mike founded and then worked for 14 years as the Executive Director of the Rocky Mountain Bird Observatory (now Bird Conservancy of the Rockies). Mike began work for the Playa Lakes Joint Venture in May of 2001 as the Coordinator and continues in that role.



David Case

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President, DJ Case &
Associates

Dave launched *DJ Case & Associates* in 1986 based on the premise that there is a need to apply the art and science of communication disciplines to the critically important science of natural resource conservation and environmental protection. Since that time, he has worked with nearly every state and federal natural resources agency in the United States and many major state and national conservation organizations.

Dave's early-career work as a biologist and then media personality opened his eyes to the importance of communication disciplines to achieving conservation goals.

He worked for the National Park Service on a remote, forested island in Lake Michigan as part of his master's work to study impacts of deer overabundance. But, controversy surrounding the management of the island's deer herd gave Dave a crash course on the "people" side of wildlife management. He took a position with the Kansas Department of Wildlife and Parks and soon was appearing on weekly radio and TV programs, speaking to civic organizations and schools and learning both the art and science of communications.

Dave holds a bachelor's degree in forestry from Purdue University and a master's degree in wildlife ecology from University of Michigan. Bob Clark is a Research Scientist with Environment Canada, and an Adjunct Professor in Biology at the University of Saskatchewan. Bob has worked at the interface of waterfowl ecology and management for more than 20 years, studying demography, habitat selection and life-histories of diverse duck species, and integrating relevant information about their ecology into large-scale management programs like NAWMP. Recently, Bob's research group has been focusing on factors influencing the demography and management of species of conservation concern in N.A., particularly northern pintail, lesser scaup and selected songbirds, and on problems ranging from discerning fine-scale effects of individual physiology on components of fitness to



Robert Clark

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Research Scientist,
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assessing large-scale impacts of climate variability on population dynamics. Throughout, Bob has been most fortunate to work with outstanding graduate students and many leading conservationists and researchers from N.A. and Europe, individuals who contribute energy, enthusiasm and broad thinking to address the many complex challenges of achieving conservation goals in today's rapidly-changing world.



Jennie Duberstein
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Coordinator, Sonoran Joint
Venture

Jennie is a wildlife biologist and conservation social scientist who has spent her professional career working to build partnerships for bird and habitat conservation across the United States and northwest Mexico. She has directed environmental education programs, developed community-based conservation projects in the U.S.-Mexico border region, developed and taught courses and workshops on bird identification, ecotourism, and bird monitoring, and has studied species including Double-crested Cormorant and wading birds in Sonora and Yellow-billed Cuckoos in Arizona. Jennie has also worked with young birders for many years, directing field courses, summer camps, and conferences, and generally helping to connect young birders with opportunities and each other. Jennie received her B.S. in Wildlife Biology from Virginia Tech and her M.S. and Ph.D. from the University of Arizona's School of Natural Resources and the Environment.



John Eadie
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Professor, Univ. California
Davis

John Eadie is a waterfowl biologist and the holder of the Dennis G. Raveling Endowed Chair in Waterfowl Biology at UC Davis.. His work focuses on the ecology, conservation and management of waterfowl and wetlands. His current research focuses on evaluating management and conservation of moist-soil wetland habitats, determining the factors limiting population size and production of breeding waterfowl (mallards and wood ducks) in California, and linking population and ecological theory to wildlife management and conservation.



Diane Eggeman

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Director, Division of Hunting
and Game Management,
Florida Fish and Wildlife
Conservation Commission

Diane Eggeman was born and raised in Missouri, where she developed a love of the outdoors as a child. She received a Bachelor’s degree in Fisheries and Wildlife Management from the University of Missouri and a Master’s degree from the University of Maine in Wildlife Biology. Diane has worked for the Florida Fish and Wildlife Conservation Commission since 1986, where she spent more than 20 years managing waterfowl. In 2008, Diane became Director of the Division of Hunting and Game Management and remains active in waterfowl conservation and management at the policy level. She is motivated to provide wildlife management and the associated recreation as a public service. Diane and her family are avid hunters and anglers and spend much of their free time outdoors.



Jerome Ford

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Assistant Director, USFWS
Migratory Bird Program

Jerome Ford is the Assistant Director for the Migratory Birds for the U.S. Fish and Wildlife Service. Jerome oversees the many diverse activities of the Migratory Bird Program divisions of Migratory Bird Management and Bird Habitat Conservation. The Migratory Bird Program administers the Migratory Bird Treaty Act and other federal migratory bird laws, implements and oversees bird management and conservation programs across North America, and coordinates the monitoring and assessment of both game and nongame migratory birds.

Jerome is responsible for the management of two multi-million dollar grant programs, the North American Wetlands Conservation Act (NAWCA) and the Neotropical Migratory Bird Conservation Act (NMBCA) and will oversee the Urban Bird Treaty grant program. His oversight includes the administration of the Federal “Duck Stamp” program, which generates revenue to help continue the conservation of the migratory birds’ habitat. Jerome also oversees the national level coordination of Joint Ventures, Partners In Flight, U.S. Shorebird Conservation plan, the North American Waterbird Conservation Plan, and the North American Waterfowl Management plan.

Jerome began his career with the Service in the late ‘80s as a co-op student. Ford’s first full-time position with the Service was as the Assistant Refuge Manager at Logan Cave National Wildlife Refuge, located in Siloam Springs, Arkansas. He later became the Deputy Project Leader at the Holla Bend National Wildlife Refuge, which was established to provide winter and feeding habitat for migrating waterfowl. He became the Project Leader

at Bayou Cocodrie NWR in eastern Louisiana, where he spent six years managing habitat for neo-tropical songbirds and the threatened Louisiana black bear. In 2000, he transferred to the nearly 70,000 acre Tensas River National Wildlife Refuge as Project Leader. In 2006 Jerome moved to Washington, DC to serve as the Special Assistant to the Director. Since 2008 Jerome served as the Deputy Director of the Migratory Bird Program.



David Fulton

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Professor, Department of
Fisheries, Wildlife and
Conservation Biology, USGS
MN Coop Unit

David was born and raised in central Texas. He was introduced to hunting, fishing and camping by his Dad at young age, which helped foster a life long interest in wildlife and natural resources. After completing his PhD and working for the Alaska Department of Fish & Game as a wildlife planner, he joined the Minnesota Coop Unit in October 1998. During the past two decades, he has worked closely with state and federal wildlife management agencies in conducting applied social science research to address wildlife and fisheries management concerns.

Research Interests

Applying social psychological concepts and theory to better understand issues in wildlife and other natural resources management. Understanding how values and attitudes influence behavior related to wildlife and natural resources. Integrating human dimensions information into wildlife and natural resource decision-making processes.

Education

Ph D Colorado State University 1997
MS Washington State University 1992
BS Texas A&M University 1987

Dr. Howie Harshaw is an Associate Professor in the Faculty of Physical Education & Recreation at the University of Alberta. He is also a member of the NAWMP HD Working Group, and is leading the Canadian surveys waterfowlers and birdwatchers. Howie examines the human dimensions of natural resources in an effort to understand the relationships that people have with nature, and to investigate the interactions of resource development and quality of life. The focus of Howie's research is outdoor recreation management and planning, and public participation in natural resources decision-making.



Howie Harshaw
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Howie integrates social science into the planning and management of natural resources, and has worked regularly in interdisciplinary teams to provide theoretically-based empirical research contributions to landscape-based projects examining sustainability issues. Throughout his research, Howie has worked with communities, municipal and provincial governments, and industry to better represent the views and attitudes of recreationists and the public in policy and operational decisions. Working with these same groups, Howie has helped to raise the profile of outdoor recreation issues and concerns in many land-use planning initiatives and strategies. Howie has contributed to the development and assessment of criteria and indicators for outdoor recreation in resource-integrated forested landscape planning in BC for government and the forest industry.



Dale Humburg
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Senior Science Advisor, Ducks
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The majority of Humburg's professional career was as a wetland and waterfowl research biologist with the Missouri Department of Conservation (MDC - 1977-2002) and more recently as the division chief for the MDC's Resource Science Division (2002-2007). In September 2007, he retired after 30 years with the MDC to become DU's Chief Biologist and subsequently Senior Science Advisor. Experience in wetland and waterfowl research has involved semi-permanent marsh management, invertebrate dynamics, willow wetlands, Canada goose wintering ecology, evaluation of waterfowl hunting programs, surveys of waterfowl hunters, and a number of studies following the 1993 flood on the Missouri River. Recent emphasis has been on employing adaptive management concepts as a framework for more explicit management and policy decisions. Humburg has been leading the NAWMP implementation for the 2012 revision of this guiding document.



Fred Johnson, PhD
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Research Wildlife Biologist, US
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Fred Johnson's principal interest is in the application of decision science to problems in natural resource management. Such applications require a multi-disciplinary approach to engage stakeholders in the decision-making process, to predict the responses of ecological systems to controlled and uncontrolled drivers, to elicit societal values regarding the consequences of management policy, and to develop monitoring programs to compare predicted and realized system behaviors. Johnson is particularly active in migratory bird management, with experience in problems of recreational and subsistence harvest, pest control, and habitat management. His scientific expertise is mostly in the areas of population ecology, statistical inference, dynamic systems modeling, and optimal decision making.



Anastasia Krainyk
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Research Ecologist, USGS

Anna is a research ecologist with U.S. Geological Survey, working on the integration of biological and social objectives to identify geographies of greatest continental significance. Research interests include Structured Decision Making and the integration of geospatial technologies and tools to aid in resource allocation decisions at large scales.

She received her B.S. in Conservation Biology from State University of New York – College of Environmental Science and Forestry in 2005. She then attended Columbia University in New York and received my M.S. in Conservation Biology in 2011, working on bio-boundary research and application to African Wild Dog management in captive and wild packs. Finally, she received my Ph.D. in Wildlife Management from Texas A&M University- Kingsville in 2016, where she developed a decision support tool for management of Mottled duck populations in Texas and Louisiana.



Holly Miller
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Social Scientist, U.S.
Geological Survey
Fort Collins Science Center

Holly Miller has worked as a social scientist for the U.S. Geological Survey for the past 10 years. She applies her background in human dimensions of natural resources, anthropology, and natural resource management to study the behaviors, attitudes, and values of natural resource stakeholders, whether they are visitors to national wildlife refuges or users of Landsat satellite imagery. She utilizes quantitative methods, such as surveys, and data analysis, as well as qualitative approaches like case studies, to provide actionable science for policy and decision makers.



Anne Mini, PhD

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Science Coordinator, Lower
Mississippi Valley Joint
Venture

Prior to coming to work for the Joint Venture, Anne was a Postdoctoral Scholar at Oregon State University where she led a project to refine estimates of energetic carrying capacity for Cackling Geese in the Willamette Valley and determine distribution of geese on the landscape to inform winter conservation planning. Previously, she worked with the U.S. Fish and Wildlife Service through the Student Career Experience Program (SCEP) as a graduate and undergraduate student. At the Humboldt Bay National Wildlife Refuge, Anne coordinated the Aleutian Goose Working Group to address crop depredation concerns regarding spring staging Aleutian Cackling Geese, and additionally worked as a contract biologist to develop a scientific foundation for a regional agricultural depredation management plan. Through USFWS, Anne worked at a variety of other National Wildlife Refuges, including the Klamath Basin National Wildlife Refuge Complex where she became drawn to waterfowl and wetland management. She has taught courses in Ornithology, Endangered Species and Society, and Wetlands and Riparian Ecology. Anne is a member of The Wildlife Society, American Ornithologists Union, Cooper Ornithological Society and the Ecological Society of America. In her spare time, she enjoys backpacking, birding, fly fishing, and agility with her border collie Scruff.

Anne has a Ph.D. from Oregon State University where she studied the comparative foraging ecology and habitat selection of wintering Dusky Canada Geese and Cackling Geese, a M.S. from Humboldt State University where she studied the energetics and foraging behavior of Aleutian Cackling Geese, and a B.S. from University of California, Davis. Anne works for the American Bird Conservancy out of the Ducks Unlimited office located in Ridgeland, MS.



Paul Padding

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Atlantic Flyway
Representative, USFWS
Division of Migratory Bird
Management

Paul Padding joined the U.S. Fish and Wildlife Service’s Division of Migratory Bird Management as a wildlife biologist in 1991 and served as the chief of the Division’s Branch of Harvest Surveys from 1994-2006, overseeing the nationwide implementation of the Migratory Bird Harvest Information Program. He has been the Service's Atlantic Flyway Representative since 2007.



Adam Phelps

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Waterfowl Research Biologist,
Indiana Division of Fish and
Wildlife

Adam has been the waterfowl research biologist for the Indiana Division of Fish and Wildlife since 2005, where he focuses on population surveys, Mississippi Flyway participation, and screwing up hunting seasons. He doesn’t have spare time, but occasionally still gets to hunt. He lives at Ghostwood Farm with his wife, two kids, three dogs, 70 chickens, 15 turkeys, and, most recently, 6 ducks.



Dave Smith

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Coordinator, Intermountain
West Joint Venture

As IWJV Coordinator, Dave's key role is to expand partnerships for science-based, landscape-scale, habitat conservation. Dave brings to the table expertise in habitat protection, restoration, and management from 25 years of experience with the IWJV, a state fish and wildlife agency, the Natural Resources Conservation Service, and a nongovernmental conservation organization. Prior to the IWJV, Dave assembled several Farm Bill initiatives while with NRCS in Montana, developed a 37,000-acre state private lands habitat program, established the Landowner Incentive Program and Conservation Reserve Enhancement Programs in California, delivered a state wetlands conservation easement program, and administered a multi-million annual wetland program budget.

Dave holds a B.S. in Wildlife Management from California State University, Chico. Dave and his family live in Missoula.



Dean Smith

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NAWMP Director / Wildlife
Liaison (Canada), Association
of Fish and Wildlife Agencies

Dean Smith has worked in the areas of policy analysis and development, land and water resource management, and wildlife habitat conservation for over 27 years. His leadership and management experience includes numerous functions within Agriculture and Agri-Food Canada (AAFC), including land resource management, policy analysis and planning, communications, strategic planning, program design, and financial and human resource management. Dean is currently the North American Waterfowl Management Plan (NAWMP) Director and Wildlife Liaison for Canada at the Association of Fish & Wildlife Agencies (AFWA) and President of WoodWater Consulting Inc.



Jeffrey M. Ver Steeg

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Assistant Director, Research,
Policy and Planning, Colorado
Parks and Wildlife

Jeff Ver Steeg is the Assistant Director for Research, Policy and Planning. He was the Assistant Director for Wildlife Programs for the Colorado Division of Wildlife (and subsequently Colorado Parks and Wildlife) from 2003-2012. He joined the agency as the Terrestrial Section Manager in 2001. Prior to that he served 12 years as the Chief of the Division of Wildlife Resources for the Illinois Department of Natural Resources. He began his career in 1979 as a District Wildlife Manager for what was then known as the Illinois Department of Conservation. He has a Bachelor's of Science Degree in Zoology (wildlife emphasis) from Southern Illinois University and a Master's Degree in Environmental Biology from Eastern Illinois University.



Jacob Straub

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Assistant Professor, Univeristy
of Wisconsin-Stevens Point

Jacob Straub is proudly from Wisconsin, a state where he grew up enjoying numerous outdoor opportunities. Straub graduated from the University of Wisconsin-Stevens Point in 2004 with a degree in Natural Resource Management. His time as a student at UW-Stevens Point was filled with countless "hands-on" opportunities and educational experiences that inspired him to lead a teaching and applied research career. He is honored and excited to be the inaugural Kennedy-Grohne Chair in Waterfowl and Wetlands Conservation and looks forward to mentoring the next cohort of conservationists.



Mitch Weegman

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Assistant Professor, University
of Missouri
Columbia, MO

Weegman's research interests are primarily focused on understanding how individual and population processes drive variation in the abundance of animals, whereby individual-level data form the basis for understanding animal behavior and decision-making as well as population dynamics, through compilation of capture histories and population survey information. Researchers in Weegman's lab utilize novel methods, including Bayesian integrated population models and hybrid GPS/acceleration tracking devices, to address fundamental and applied questions in animal ecology. Current projects include 1) better understanding the causes and consequences of variation in life histories of long-distance migrant birds in North America and Europe, 2) study of environmental drivers of population change in migratory and resident birds in North America, and 3) metapopulation modeling of overabundant birds in the Canadian Arctic.