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Pride and Professionalism In ADC

The first Four Corners ADC Rendezvous was held in Mancos, Colorado, on 27-31 August 1990. ADC Specialists from Colorado, Utah, New Mexico, and Arizona participated in four days of advanced training. Donald W. Hawthorne, Director of the Western Region, USDA-APHIS-ADC, concluded the meeting with the following abridged comments.

In this age of information and modern technology, ADC must begin to look at the way we do business and HOW that way of doing business is communicated to our fellow employees.

It is also important how ADC is viewed by the general public. I believe that today, more than any other time, the image we reflect is extremely important. This is one reason I was glad to see the Rendezvous theme include pride and professionalism.

I am also pleased that the support staffs from the State and District Offices were included in this Rendezvous. We all know that ADC is a team whether at the district, State, regional, or National level. Each of us has an important role to play on the team. And the better each member understands and appreciates the duties and responsibilities of other employees, the better and stronger the organization will be.

I feel that pride and professionalism must permeate an organization and be felt and demonstrated by each employee.

One time, a questionnaire came to our office in Texas asking how many professionals we had in the Texas ADC program. I wrote back that all 209 employees were professionals and we would not tolerate anything less. A secretary is just as professional as a trapper, a budget analyst is just as professional as a district supervisor, and so on. I think you get my drift.

What is "pride and professionalism"? A number of years ago, I looked into the meaning of those two words.

Pride, as with a number of feelings and emotions, has a good side as well as a bad. A wise man once said: "Pride is a virtue. Pride is also a vice. Pride, like ambition, is sometimes virtuous and sometimes vicious according to the character in which it is found and the object to which it is directed." (Greville).

Pride is an important ingredient in any good and successful team. I am sure the Green Bay Packers of Vince Lombardi's day or Tom Landry's Dallas Cowboys during their 20-year winning streak had great pride in themselves and their teams. As I

consider pride, I view it as three circles—each one inside the other.

The innermost circle is the pride we have in ourselves, in our work, responsibilities, and our personal skills. It is the confidence and satisfaction that the job we do is our best, and that we contribute to the mission of the program.

The second circle encompasses the pride we have in our fellow workers and the fine job they do that benefits us. When I travel around the region and see the many accomplishments, it makes me feel proud of you and the jobs you do!

The third and outer-most circle is the pride we have in the program—the program as a whole. No other program in all of the USDA has the responsibility we have. We have been charged by the Congress of the United States and the State Legislatures of your respective States to carry out wildlife damage responsibilities. And, I don't have to tell you that it is a tough, difficult, and complex job. If it were easy, then anyone could do it! I do not see many State Game Departments lining up to take it on. I believe that the job will only get tougher and more complex as time goes by.

This brings me to the professional portions of the theme. A professional is a person who is characterized by or conforms to a technical or ethical standard. This person has good conduct, high aims, and outstanding qualities, and, above all, ranks the best in his or her field. By that definition, we are all professionals, and I'm darn proud of it!

We are living in some interesting, and I think, exciting times. Back in 1971, I was in the Washington office. At that time, much like today, the environmentalists had a media blitz and were bashing ADC. The Defenders of Wildlife, The Sierra Club, and the Humane Society of the U.S. had filed lawsuits against us. Stories against ADC filled the media, and negative letters poured into Congress and the Department. Sound familiar? To improve morale and to keep the field informed, the chief of ADC decided to send out a newsletter. I was asked to write an article for one of the newsletters.

With all this pressure on the program weighing on our shoulders, I started the message to the field with the quote from *The Crises* by Thomas Paine: "These are the times that try men's souls." But, if I were to write a message to you today, I think I would use a different quote—the first line of Charles Dickens' book, *The Tale of Two Cities*: "It was the best of times. It was the worst of times."

Continued on page 2



The Prairie

Hawthorne Wraps Up ADC Four Corners Rendezvous

Today, our services are in demand in many areas with wildlife problems, more than we ever would have imagined several years ago. But on the other hand, we are caught up in the animals rights and animal welfare issues and targeted by extremists such as Earth First! and PETA.

But these are exciting times, too. Never before in the history of humans has technology and science changed so fast. Almost daily we read in the newspapers or hear on the news of some breakthrough or discovery. A good example (and one I find interesting) is in the area of genetics. A few short years ago, genetics classes talked about chromosomes. We knew the chromosomes were made up of genes, and there was the possibility that genes contained a substance called DNA which played a role in what things look like and how they act.

Today, we know that DNA governs and maps out what we are, how we act, and even what diseases affect us or those we are immune to. Science can take DNA from one plant and put it into another to make the plants drought resistant, naturally repel insects, grow bigger and a whole host of genetic-engineered changes that benefit humans. In the not too distant future, scientists will be able to take a drop of blood and tell not only what diseases that person has, but what genetic-linked diseases they will get and be able to treat them before the symptoms even occur. Genetic engineering is only one of a number of areas making rapid changes. Others are computers, fiber optics, robotics, micromechanics, -microwaves, and bio-electronics, -to name a few

Why do I even talk about these things at an ADC Rendezvous? I believe if ADC is to be around in the next century, we are going to have to look at all these new discoveries and changes, and the advances in technology, and apply them to the problems of wildlife management. If you look at our control methods, we have very few tools added to our arsenal in the last 30 years.

I don't mean to talk about this to depress you or make you feel like I am dooming the outfit. I only say it because we need to get visionary and creative in our approach. In the Bible, Proverbs states that, "Where there is no vision, the people perish." Confucius stated in about 470 B.C., "If a man take no thought about what is distant, he will find sorrow near at hand." I believe in many cases we *have* looked into the future, but far too often when we do look into the future, we have only seen the past.

Let me bring you back to today just for a moment. It has been said that "Modern man seems to believe he can get everything he

needs from the supermarket and the corner drugstore. He doesn't understand that everything has a source in the land or sea, and that he must respect these sources" (Thor Heyerdahl).

This may not be entirely true today. Humans have gained a respect for the land and sea but have not made the connection between the land and sea and what he or she gets at the grocery store or drugstore. And, agriculture is doing a poor job in educating the public on those connections.

In the days of the cave people, nature was the only reality. They lived IN and were a part of nature. This has been true up to recent times. *But now*, most people only know about nature second-hand. "Nature" is something you take the kids to see on the weekends or view on television. We must work harder to let people know what ADC does, and we need to remember that 80 or 90 percent of the citizens of this country don't have much of a basis right now for understanding what ADC does or what kinds of damage wildlife can do. Therefore, we need to tell our story in a positive manner.

Where is all this leading me? Three points:

(1) I believe that we are a part of a top-notch outfit of which we can be extremely proud. For the first time in my 25-year ADC career, we work in an organization that strongly supports the program and selects strong leaders to direct it.

(2) Today, it is more important than ever before that we are professional and conduct our business professionally. More people than ever are watching and judging us by our performance.

(3) We need to get creative in our approach to wildlife damage control. My definition of "creativity" is the making of the new and the re-arranging of the old in a new way. We must get visionary in our approach to wildlife damage control management. I read a saying one time that I thought was pretty good and it goes like this: "No statue has ever been erected in the memory of the person who thought it best to leave well enough alone." It is important to our future that we not "leave well enough alone." We must get innovative and creative in our thinking and progressive in our actions, no matter what our position in the program may be.

We live in changing times, with a changing set of social values. And we share a responsibility to recognize them and to arrive intelligently at decisions that are acceptable to our stakeholders, our critics, and ourselves, recognizing that we will not satisfy the extremes on either side.

We need bright, intelligent employees to take this organization forward. As Alan Foster mentioned in his opening remarks, a lot of hard-working, dedicated individuals have gotten us this far, but as we sometimes jokingly say, "where are the old folks we used to curse?" They are gone. And, in the words of St. Paul, "They've run the good race, and fought the good fight." The baton is now passed to you and me. Are we ready for the race? Or are we going to sit in the bleachers and watch?

This week I have felt your spirit, witnessed your commitment, and I have been convinced that with your help, ADC *will be* the program *with* a future and *for* the future . . . dealing with the problems and challenges that face us. . . with pride and as professionals.

The Probe is the newsletter of the National Animal Damage Control Association, published 10 times per year.

Editors: Robert M. Timm and Robert H. Schmidt
Editorial Assistant: Pamela J. Tinnin

Your contributions to *The Probe* are welcome. Please send news clippings, new techniques, publications, and meeting notices to *The Probe*, c/o Hopland Field Station, 4070 University Road, Hopland, CA 95449. If you prefer to FAX material, our FAX number is (707) 744-1040. The deadline for submitting material is the 15th of each month.

PREVENTION AND CONTROL TIPS

This will be a regular feature. This month's information is reprinted from *Prevention and Control of Wildlife Damage* (1983), Editor Robert M. Timm, published by Nebraska Cooperative Extension Service, Lincoln, Nebraska.

White-Footed and Deer Mice

EXCLUSION

Rodent-proof construction will exclude mice from buildings and other structures. Hardware cloth [1/4-inch (6.4 mm) mesh] or similar materials can also be used to exclude mice from garden seed beds.

HABITAT MODIFICATION

Food items left in cabins or other infrequently used buildings should be stored in rodent-proof containers. Cushions from furniture, drawers, and other items in infrequently used buildings can be stored in ways that reduce nesting sites.

FRIGHTENING

Not effective.

REPELLENTS

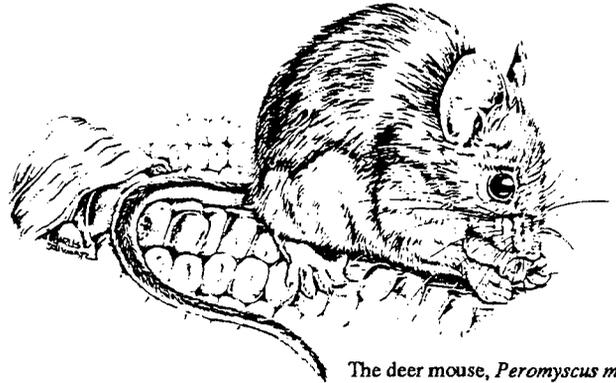
Naphthalene or paradichlorobenzene (moth flakes or moth balls) may be effective in confined spaces.

TOXIC BAITS

Anticoagulants
Zinc phosphide

FUMIGANTS

None registered



The deer mouse, *Peromyscus maniculatus*

TRAPS

Snap traps
Box (Sherman)-type traps
Automatic multiple-catch traps

OTHER METHODS

Alternative feeding: Experiments suggest that application of sunflower seed may significantly reduce mice's consumption of conifer seed in forest reseedling operations, although the tests have not been followed to regeneration.

Authors: Robert M. Timm and Walter E. Howard. Illustration by Charles Schwartz.

Readers are reminded that the status of registrations for pesticides differ among states and are constantly changing.

Pesticide Updates

From the *Federal Register*, Vol. 55, No. 154, August 9, 1990, p. 32574:

Denial of Application for Federal Registration of 1080 Intrastate Pesticide Products

AGENCY: Environmental Protection Agency (EPA)

ACTION: Denial of application for Federal registration.

SUMMARY: On October 4, 1988, the Agency notified applicants for Federal registration of intrastate pesticide products containing sodium fluoroacetate (Compound 1080) that it intended to deny the applications for Federal registration because insufficient data had been submitted in support of the applications. By this notice, the Agency is denying those applications for Federal registration because of the continuing insufficiency of supporting data.

WILDLIFE DAMAGE IN THE NEWS

PIGEON SHOOT DISRUPTED

In Hegins, Pennsylvania, at the 57th Fred Coleman Memorial Shoot, the live pigeon shoot held to raise money to maintain a city park was disrupted by demonstrators. Several state troopers were slightly injured, 25 people were arrested, a skunk was abused by being thrown at demonstrators, and a windshield was kicked out. No word on whether the shoot continued or if it will be held next year. *The Richmond Times-Dispatch*, 9/4/90.

HOGS USED TO FRIGHTEN SEAGULLS

Hogs are being used to frighten sea gulls from a Lake Huron breakwall, according to an article in the *Richmond Times-Dispatch*, to reduce the likelihood of *Histoplasma capsulatum* from developing. The article goes on to say that the swine are encouraged to eat eggs and chase birds. Not feeding the hogs would be one way of encouraging them to chase the birds and eat the eggs, if they have enough time to lay eggs.

TUNDRA SWAN HUNT CONTINUED

The August 28, 1990 *Richmond Times-Dispatch* also reported that a lively public hearing was held by the Virginia Department of Game and Inland Fisheries to receive input on the question of whether or not to continue the tundra swan hunting season. Two and a half hours of input later the Board decided almost unanimously (one dissenting) to continue the season. Individuals and organizations from all over Virginia and as far away as Connecticut came to voice their concerns. The usual issues were raised by both sides. The Game Department introduced the results of a survey they conducted that indicated that Virginia residents were evenly divided on swan hunting. One third agreed, one third opposed, and one third had no opinion. However, the survey changed dramatically when the reasons for a season was explained. Sixty-nine percent agreed with having a season after they were told that the swan population confined to Tidewater Virginia exceeded the capacity of the land to support it. The animal rights groups questioned the validity of the survey.

POLL ON PUBLIC & ANIMAL RIGHTISTS

In a related issue, the August 28 *Times-Dispatch* reported that a recent Gallup Poll showed that most Americans do not support the goals and especially the actions of animal rights groups. The survey indicated that (1,000 people polled):

1. 63% opposed a total ban on medical research involving animals.
2. 77% opposed the groups's efforts to stop all hunting.
3. 90% opposed such activities as entering the woods with radios blaring, spraying pepper to ruin dog noses, and disrupting wildlife and hunting.
4. 60% opposed raising farm animals in confined spaces.

AV-ALARM COMPANY SOLD

Word has been received from Tom Hoffman, NADCA Director for Region 1, that the Av-Alarm product line has been sold by SET, Inc. to a company named Weitech, Inc. in Sisters, Oregon. The sale included all products related to pest control, namely, the AV-Alarm device for birds and mammals and the Transonic and Verminex for certain rodents.

NEW CONSERVATION GROUP FORMED

According to a press release from the Wildlife Management Institute, Washington, D.C., more than 125 conservationists, sportsmen, agriculture, biomedical, industry, and outdoor media representatives met in New Orleans September 7 to organize a national group to support responsible resource management and campaign against animal rights extremism. The new group, which will be promoted vigorously nationwide, seeks membership from all interested organizations and individuals that support humane, legitimate use of fish, wildlife, and other natural resources. Anyone or any group wishing to join may contact interim chairman Larry Jahn, Wildlife Management Institute, 1101 14th Street, N.W., Suite 725, Washington, D.C. 20005. Telephone number: (202) 371-1808.

Send interesting news items to The Probe, c/o Hopland Field Station, 4070 University Road, Hopland, CA 95449. For accurate quoting, please include the publication, date, and page number. Thanks to the contributors to this issue: Don Hawthorne, Jerry Clark, Tom Hoffman, Jim Miller, and Phil Eggborn.

Research Notes

An investigation into the efficacy of mechanical mole scarers, Anne Lamb and Marty Gorman, University of Aberdeen

Three electronic mole-scaring devices, emitting pressure waves when operated in soil, were tested for efficacy in inducing moles to vacate their territory. Lamb and Gorman fitted radio transmitters to two moles and were able to determine range limits and nest sites by radio-tracking. Comparisons were made of the level of use of different areas of their territories by the moles before and after installation of the devices. Neither mole showed any indication of being adversely affected by any of the three scarers, and continued to use their territories in the normal manner. *Universities Federation Animal Welfare, Report & Accounts, Page 9, 1989/1990.*

Fact Sheet

Animal Damage Control

August 1990

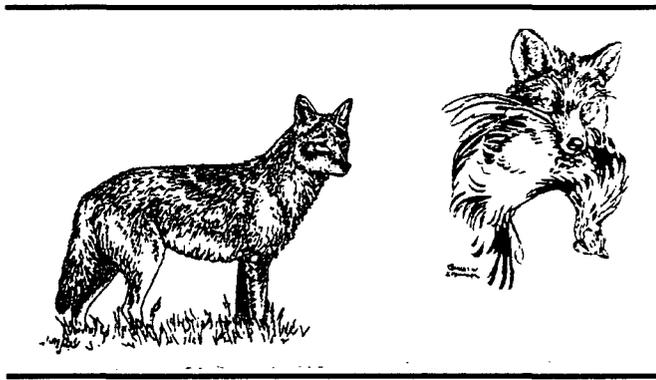


United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

What Is Animal Damage Control?

The Animal Damage Control (ADC) program is part of the Animal and Plant Health Inspection Service (APHIS), an Agency of the U.S. Department of Agriculture (USDA). ADC's goal is to help solve problems that are created when species of wildlife cause damage to agricultural, urban, or natural resources.



How Significant Is the Problem?

More than half of U.S. farmers experience economic loss from animal damage. Some losses are significant. For example, birds cause an estimated annual loss to U.S. agriculture of \$100 million. In the 17 Western States, in one year, predators cause \$60 million worth of losses in sheep and goats and \$20 million worth in calves. In the Southeast, beavers cause \$100 million in damage annually, mostly by flooding roadways.

Why Is the Government Involved?

Because wildlife is a valuable publicly owned resource, the public sector has a responsibility to minimize the damage wild species cause. If such work is left up to the angry and frustrated individuals experiencing the damage firsthand, some of those people are likely to respond drastically. The outcome could be even more damage—to the ecosystem and to the wildlife resource itself. Placing the responsibility for animal damage control in the hands of professional wildlife biologists like those employed in APHIS' ADC program means that responses to damage will be economically efficient and biologically sound.

Where Does ADC Operate?

Most of ADC's efforts are conducted on private land. However, ADC also provides assistance to livestock producers experiencing depredation problems on Federal- and State-managed lands. ADC work on these lands is conducted only in accordance with specific restrictions established by ADC and the responsible land-management agencies. These guidelines ensure that control efforts pose no significant risks to the environment, overall wildlife populations, or public safety.

Among federally managed lands, ADC operates mainly on national forests and grasslands administered by USDA's Forest Service and public lands administered by the U. S. Department of the Interior's (USDI) Bureau of Land Management. ADC's efforts are conducted on about 20 percent of the acreage managed by these two Agencies. ADC also services some lands managed by USDI's National Park Service and Fish and Wildlife Service. But ADC operates on only about 10 percent of the total acreage under all four Agencies' management. And many of ADC's efforts comprise only a few hours' work in a particular area during the course of an entire year.

What Does ADC Protect?

ADC helps to reduce wildlife damage to

- Crops and livestock
- Natural resources
- Structures and property
- Public health and safety.

ADC helps to resolve problems like

- Bird hazards to aircraft
- Starlings fouling feedlots
- Bird damage in aquaculture
- Urban starling roosts
- Nuisance Canada geese
- Predators attacking waterfowl or livestock
- Beavers flooding roads
- Deer damaging orchards
- Bear damaging beehives
- Rabies control in wildlife
- Wildlife threats to endangered species.

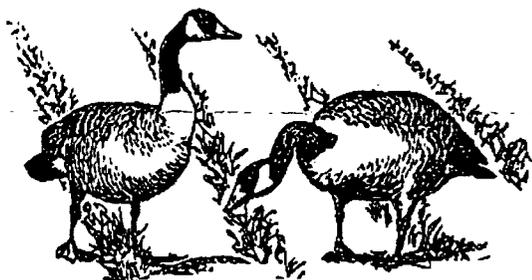
How Does ADC Conduct Its Program?

After developing agreements with each State, ADC provides help to prevent or reduce wildlife damage through two approaches:

- Technical assistance, and
- Direct control.

Technical Assistance: ADC distributes leaflets describing the species responsible for damage, suggesting methods to reduce damage, and providing sources for damage control supplies. ADC professionals also meet with groups and lead workshops on wildlife damage and its control. These services are provided free of charge.

Direct Control: When the problems caused by wildlife are too complex for individuals, groups, or other governmental agencies to solve, ADC professionals carry out the control effort. ADC conducts control procedures according to Federal and State guidelines and by request only. This work is funded by contributions from the people who request ADC's help and partly by ADC's own budget.



Illustrations courtesy of the Great Plains Agricultural Council and the University of Nebraska.

What Techniques Are Used?

The ADC program uses an Integrated Pest Management (IPM) approach to reduce wildlife damage. IPM employs methods to prevent damage from occurring and techniques to stop damage once it begins. All techniques used meet strict guidelines of safety, selectivity, and effectiveness. IPM may involve changing management practices, modifying habitat, or removing specific animals. A combination of these approaches is generally employed. APHIS-funded research improves the techniques available to ADC and develops new methods for reducing animal damage.

The following techniques may be used to resolve nuisance bird problems:

- Frightening devices
- Structural or habitat modifications to eliminate nesting and roost sites
- Capture and relocation
- Selective removal.

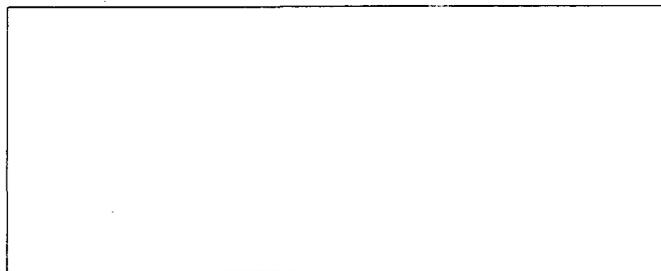
Deer damage to orchards, vineyards, or ornamental vegetation may be resolved by

- Taste repellants
- Electric fences
- Frightening devices.

Predator depredation on livestock may be resolved by

- Changing livestock husbandry techniques
- Electric fences
- Using guard dogs
- Selective predator removal.

Additional Information: You may obtain pertinent literature and further information about ADC from each State's APHIS-ADC office. For the telephone number in your area, call (301) 436-8281.



Recent Publications

Proceedings, 4th Eastern Wildlife Damage Control Conference (1989). 258 pages. \$20 per copy (includes postage) to: USDA-APHIS-ADC Office, 750 Windsor St., Rm. 305, Sun Prairie, WI 53590.

Proceedings, 14th Vertebrate Pest Conference (1990). 372 pages. \$15.00 per copy plus \$4.00 postage and handling (+6.25% sales tax if CA resident) to: Vertebrate Pest Conference, c/o Terrell P. Salmon, DANR-North Region, University of California, Davis, CA 95616. Checks payable to "Vertebrate Pest Conference".

Proceedings, 9th Great Plains Wildlife Damage Control Workshop (1989). 181 pages. Publication available free of charge; specify request for General Technical Report RM-171, to: Publications Distribution, Rocky Mtn. Forest & Range Expt. Station - USDA, 3825 E. Mulberry, Fort Collins, CO 80524.

Proceedings, Predator Management in North Coastal California (1990). 95 pages. \$5.00 per copy (includes postage) to: Predator Proceedings, Hopland Field Station, Univ. of California, 4070 University Road, Hopland CA 95449. Checks payable to: "Regents, University of California."

President's Corner

I am pleased with what I view as renewed vigor within the ranks of NADCA. This gives me confidence in the future vitality of our organization. My personal goal is to provide leadership and assistance to Board members, Regional Directors, and members to make NADCA the premier organization representing professional animal damage control in the country and the world.

As I mentioned earlier in *The Probe* (Issue 102), my short-term goals are to: (1) get *The Probe* rejuvenated; (2) strengthen our membership; and (3) identify from you what kinds of issues the NADCA should pursue. With this issue of *The Probe*, goal number 1 is on its way. It is now time to work on the next two goals. Remember...it is *your* association.

Terrell P. Salmon
President, NADCA



UPCOMING MEETINGS

March 22-27, 1991: 56th North American Wildlife & Natural Resources Conference, Edmonton, Alberta. Includes a session on "Managing Predator/Prey Populations". For further information, contact: Wildlife Management Institute, 1101 14th Street NW, Suite 725, Washington, DC 20005.

April 15-18, 1991: 10th Great Plains Wildlife Damage Control Workshop, Lincoln, Nebraska. Abstracts for papers to be presented are due Dec. 31, 1990. Contact: Scott Hygnstrom, Dept. of Forestry, Fisheries & Wildlife, 202 Natural Resources Hall, University of Nebraska, Lincoln, NE 68583-0819. Phone (402) 472-6822.

July 29-31, 1991: "Wildlife 2001: Populations", Oakland, California. For researchers and agency personnel interested in the science, conservation, and management of vertebrate animal populations. For further information or to submit an abstract to give a paper, contact: Dale McCullough or Reg Barrett, Dept. of Forestry and Resource Mgmt., 145 Mulford Hall, UC Berkeley, Berkeley, CA 94720.

October 6-9, 1991: 5th Eastern Wildlife Damage Control Conference, Ithaca, New York. Contact: Carol Rundle, Cornell Coop. Extension, Dept. of Nat. Resources, Rm. 108 Fernow Hall, Cornell Univ., Ithaca, NY 14853-3001.

March 2-5, 1992: 15th Vertebrate Pest Conference, Newport Beach, California. Contact: Mr. John Borrecco, USDA-Forest Service, 630 Sansome Street, San Francisco, CA 94111.

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Membership Application

NATIONAL ANIMAL DAMAGE CONTROL ASSOCIATION

Mail to: Wes Jones, Treasurer, Route 1 Box 37, Shell Lake, WI 54871

Name: _____ Phone: _____

Address: _____

City: _____ State: _____ ZIP _____

Dues \$ _____ Donation \$: _____ Total \$: _____ Date: _____

(Underline: Student \$7.50, Active \$15, Sponsor \$30, Patron \$100)

Check or Money Order payable to NADCA

Select one type of occupation or principal interest:

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| <input type="checkbox"/> Federal - other than APHIS | <input type="checkbox"/> State Agency |
| <input type="checkbox"/> Foreign | <input type="checkbox"/> Trapper |
| <input type="checkbox"/> ADC Equipment Supplier | <input type="checkbox"/> University |
| <input type="checkbox"/> Other (describe) _____ | |

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