



The Wildlife Society International Wildlife Management Working Group Recommendations for International Engagement 2020 - 2030

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Summary of the problem:

Since its inception, The Wildlife Society (TWS) has been involved internationally due to the fact that wildlife do not adhere to geopolitical boundaries and founding members were concerned about migratory species and conservation issues in other countries (Peterle 1987, Field 1997). An international membership committee was established in 1946, led by Aldo Leopold, and the Society began the practice of appointing representatives to international organizations: the International Union for the Conservation of Nature and Natural Resources (IUCN) beginning in 1952, International Council for Bird Preservation in 1960, and the International Congress of Game Biologists in 1959 (Peterle 1987). A committee on African Wildlife was briefly in place between 1960 and 1965, and the first International Relations Committee was formed in 1963 and subsequently became the International Affairs Committee (Peterle 1987, Field 1997). The charges of the International Affairs Committee included building relationships and cooperating with other TWS Committees, international organizations, Federal and United Nations agencies, and private foundations, and expanding international membership (Peterle 1987). Between 1960 and 2000, increased global awareness of biodiversity conservation and concern over biodiversity loss emphasized the need for more international perspectives within TWS (Field 1997, Powell et al. 2010). Changes that came about during this era include the formation of the Society for Conservation Biology in 1986, internationally themed sessions became a regular fixture at TWS national meetings, TWS worked to strengthen ties with Mexico and the first of three International Wildlife Symposia were held in Mexico (Carrera López 2003). A North American Travel grant was offered by TWS to support travel to TWS conferences from other countries, selected TWS publications were translated to Japanese and Spanish, and the first TWS-sponsored International Wildlife Management Congress convened in 1993 (Field 1997).



The opportunity for TWS to take the lead in promoting an international perspective in wildlife management practice and policy has been emphasized for over 20 years (Field 1997, Ballard 2003, Shoesmith 2006). In 1997, Rebecca Field highlighted 9 practical action items that would ensure that TWS remains a leader in the wildlife and conservation profession globally:

1. Establish partnerships with businesses and other organizations to help wildlifers in their countries and to support international programs.
2. Expand support for professional exchanges and travel of wildlife professionals from other countries.
3. Continue the organization of international congresses.
4. Encourage and facilitate membership and chapter formation in other countries.
5. Support and promote educational opportunities for wildlife professionals and graduate students in the US and internationally.
6. Stimulate opportunities for discussions of international issues at each TWS annual conference.
7. Serve as an advocate for international issues in North American governmental agencies, conservation organizations, universities, and the media.
8. Support and facilitate international networking among wildlife professionals.
9. Evaluate the possibility of providing multilingual abstracts in TWS publications and possibly establish a new international wildlife journal (Field 1997).

In 2002, the TWS International Wildlife Management Working Group created the Global International Taskforce (GITF) to examine how TWS could increase international membership and relevancy within the world wildlife community (Shoesmith 2006). The GITF surveyed 185 TWS leaders as well as drafted surveys to assess attitudes towards TWS in the United States and Europe. The sense from U.S. respondents was that there was ambivalence about whether TWS should engage internationally at all. Outside of the United States, TWS and the Journal of Wildlife Management were viewed as provincial and biased against international submissions or internationally-focused research (Shoesmith 2006). Recommended actions from the 2006 GITF report to council are reminiscent of Field's 1997 suggestions for increased international relevancy and included the following:

1. Publications
 - a. Increased international representation in TWS publications: content, authorship, peer reviewers, editors.
 - b. Include an international section within each issue of The Wildlife Professional.
 - c. Provide abstracts in TWS publications translated in one other language.
 - d. Provide a peer-peer support system for pre-submission english language assistance for non-english speaking authors.
 - e. Create an online, open access, international journal of wildlife management.



- f. Reduced page charges for international authors based on GDP of the country.
2. Partnerships
 - a. Partner with affiliated organizations to co-produce conferences.
 - b. Promote and support international organizations' efforts.
3. Educational opportunities
 - a. Develop an international training and student exchange program among universities with accredited TWS curricula and international students.
4. Access
 - a. Reduced fees for international memberships.
 - b. Reduced fees or open access to TWS publications.
5. International Chapters
 - a. Continued support for TWS chapters in Canada and Mexico (Shoemith 2006)

Despite actionable recommendations, international engagement strategies by TWS have not been cohesive. Great strides have been made towards establishing an official TWS Section in Canada, with chapters in 6 provinces, and there remains continued interest in forming a TWS section in Mexico. The 2015 5th International Wildlife Management Congress (IWMC) in Sapporo, Japan was very well attended and well received, and TWS has supported 2 very successful wildlife management conferences in Mexico in 2018 and 2019. In 2017, however, the local host for the proposed 2018 IWMC in Chile fell through and TWS Council voted to indefinitely suspend the IWMCs and formally remove the IWMCs from the TWS bylaws citing high cost and efforts from both TWS staff and international host committees. Despite this setback, international involvement is still a component of TWS's Strategic Plan. Thus, TWS began to explore alternative international engagement strategies. TWS Council appointed the Future of International Involvement Ad Hoc Committee in 2017 with charges to:

1. Continue assessment of how TWS can enhance activities in the international arena
2. Analyze TWS international engagement, considering strengths, weaknesses, and desired outcomes, among other factors in systematic fashion.

The TWS IWMWG has been working with the Future of International Involvement Ad Hoc Committee to experiment with some proposed alternative strategies for international engagement.



Actions to date:

Business meeting discussions - we have taken advantage of our annual IWMWG business meetings, held at the TWS National Conference, to discuss ideas, strategies, and solicit suggestions for internationally-relevant symposia, ideas for panelists, support of professional development opportunities, and travel grants.

Host a TWS-sponsored symposium at an international conference - in 2019, with support from TWS and the IWMWG, we organized and hosted a symposium at the International Congress for Conservation Biology in Kuala Lumpur, Malaysia.

Organizational membership in partner organizations - We investigated the possibility of TWS becoming an organizational member of the Society for Conservation biology.

International peer co-mentoring program trial - We developed the Wildlifers Without Borders program to support international attendees to TWS national conferences. Our goal was to match international attendees with a peer from TWS who could facilitate introductions, advise on ways to make the most of the conference, and make our international colleagues feel welcome and included.

Panel discussion on the future of international involvement - We held a panel discussion titled “What does the future of TWS international involvement look like?” at the 2019 National Meeting in Reno, NV. This session featured panelists from TWS Council, the TWS Future of International Involvement Ad Hoc Committee, and the AFS International Fisheries Section. It was well attended with 6 current and past presidents in the room and elicited dialogue about ways to increase the relevancy of and engagement with TWS in the international community of wildlife practitioners.

Our WG Charge:

In October 2019, President Gary White charged the TWS IWMWG with the following: 1. Analyze TWS international engagement, considering strengths, weaknesses, and desired outcomes, among other factors in systematic fashion. 2. Prepare a recommended 10-year (2019–2028) approach for TWS involvement in international wildlife management/conservation forums. This should specifically include: (1) using the pending IUCN membership to strategically place TWS in the international conservation community, especially relative to sustainable use issues; (2) understand AFS process for engagement internationally (understand their model and applicability of TWS); (3) better engagement of the TWS International Wildlife Management Working Group; (4) engagement of TWS with the Society for Conservation Biology as an “organization member” (report progress at March 2020 Council Meeting, report with recommendations for discussion/action at fall 2020 Council Meeting).



Our approach:

We compiled notes from our 2019 business meeting and panel discussion and distilled these perspectives into emergent themes for international engagement. Major emergent themes from panel discussion are:

- Affiliative engagement through active partnerships with other organizations
- Increased relevancy of TWS internationally through representation and access
- Career and personal development opportunities
- Education of wildlife students

We followed up our panel discussion with targeted interviews of additional leaders who could provide insight about how their organizations engage internationally: SCB Past-President Paul Beier, AFWA International Relations Committee Chair Deb Hahn, Journal of Wildlife Management Editor Paul Krausman, and CoalitionWILD co-mentors Casey Burns and Jordi van Oort .

Finally, we developed a survey to assess international involvement of IWMWG and TWS membership and gauge support for proposed mechanisms for international engagement and relevance within the global wildlife conservation and management community. We distributed our survey to IWMWG members, to wildlife professionals via our IWMWG Facebook page, and to TWS members generally through the weekly eWildlifer newsletter.

Perspectives from other affiliated organizations

American Fisheries Society approach

Formed in 1987, the AFS International Fisheries Section (IFS) operates much like a highly-functioning TWS working group. There are several well-defined subcommittees within IFS including communications, science prize, and student exchange subcommittees. Regional IFS divisions and International fisheries chapters are housed within the IFS and report to the IFS. IFS has established and operates an endowment fund and an international developing countries membership fund. The AFS and IFS have become one of the main supporters of the World Fisheries Congress since 1997. The American Fisheries Society was a principal early leader of the move toward these international partnerships by proposing the World Fisheries Congress. After a planning meeting in 1986, an international steering committee was formed in 1987, an Advisory Committee with an expanded membership of 26 societies was formed and convened in Tokyo in 1988, and the first World Fisheries Congress was held in Athens, Greece, in 1992



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(World Fisheries Council 2020; <https://wafs.fisheries.org/>). From the World Fisheries Congress emerged the concept of a World Council of Fisheries Societies (WCFS). The Council now provides oversight and is the central coordinating body for the quadrennial congresses. The International Fisheries Section and American Fisheries Society members assist in the international exchange of information, including the provision of technical advice, among fishery workers of all nations (World Fisheries Council 2020; <https://wafs.fisheries.org/>).

The Council promotes international cooperation in fisheries science, conservation, and management such as sharing sustainable management practices, encouraging high standards and rigor in fisheries research, and promoting science-based decision making in use of fishery resources. “The principal activity of the Council has been to ensure that the Congress is hosted and successfully convened every four years. The Council solicits bids for the Congress and is responsible for the final selection of the host. In turn, the Congress acts as the venue for the only true gathering of the Council members.” (World Fisheries Council 2020; <https://wafs.fisheries.org/>)

In addition to the IFS and World Council of Fisheries Societies, AFS and the IFS have made great strides to increase the relevancy of the Society by representation in all AFS publications and throughout the publication process. AFS produces a fisheries magazine, with country profiles and highlights featuring the state of fisheries in different countries and regions. AFS actively recruits international authors who are known performers from around the world to publish in AFS journals. Practitioners who receive AFS journals are then able to see the relevance and start making connections. “It is not just growing membership for membership’s sake - if it is relevant, they will come.” - Steven Cooke, IFS Past President.

Where would TWS involvement and collaboration be most helpful? More Inter-organizational collaborations on issues of land-water connections.

Society for Conservation Biology approach

In 2000, the SCB board of governors voted to create 7 International Sections: Africa; Asia; Australia, New Zealand, and Pacific Islands; Europe; North America; South and Central America and the Caribbean plus a marine section. The international sections initially functioned much like TWS Working Groups, however the SCB board holds \$5K in trust for each section in support of meetings and other functions. Goal is for sections to operate autonomously, generate their own revenue from holding conferences which many have successfully accomplished. For the last decade SCB meets every odd-numbered year as an ICCB and every even-numbered year for semi-autonomous section meetings. Upon joining SCB, members are asked to join 2 sections, and then they are automatically on a mailing list for that section. Paul Beier noted that a joint



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TWS-SCB conference was tried out about 20 years ago and many people attending did not realize it was a joint conference.

SCB has made a strong effort to increase representation in its publications (Conservation Biology, Conservation Letters, and Conservation in Practice). For each journal, SCB tries very hard to have editors, handling editors, and peer-reviewers distributed globally. Editors are paid \$40K, AEs and handling editors are paid much smaller stipends of approximately \$5K or less.

Where would TWS involvement and collaboration be most helpful? Shared conference planner for joint international conferences. According to Beier, a good conference planner is very attractive to SCB, and sharing international conference planning duties would be an asset that both societies could benefit from and share - a genuine win-win as both organizations are conservation oriented with similar goals with highly overlapping membership. When asked if TWS would benefit from becoming an organizational member of SCB, Beier thought that it is a good idea, but was not sure of the exact benefits, other than establishing a partnership.

Association of Fish and Wildlife Agencies approach

AFWA works on behalf of its members regional, nationally and internationally. Most of AFWA's staff (about 28) work domestically with one person serving as an International Relations Director dedicated to full time work on international engagement (Deb Hahn). However, other staff work on issues such as trapping with partners in Canada; wildlife disease with other countries, etc. Much of AFWA's work is done through our committees. The International Relations (IR) Committee is led by a US state fish and wildlife director and a Canadian provincial fish and wildlife director. Deb uses the International Relations Committee and AFWA leadership to make many decisions about AFWA international engagement.

The International Relations Director works with the Co-chairs of the IR Committee to make decisions and sometimes move those decisions up the line to AFWA's executive committee. The engagement works in different ways depending on the issue and fora. For example, within CITES there is a 4 state member technical WG and the International Relations Director that represent the states at CITES meetings around the globe. For IUCN, AFWA is a member and the International Relations Director is the lead. The International Relations Director coordinates input on motions, proposals, sits on specialist groups and attends global meetings. For Convention on the Conservation of Migratory Species Wild Animals and Convention on Biological Diversity, AFWA and the IR have less of a role but have found areas in each where they can add value and support state agencies.



AFWA bases their priorities for international engagement/relevancy on how much the issue or decisions made in the forum will impact the ability for states and when applicable Canadian Provinces and Territories to conserve and manage our wildlife.

AFWA allocates funds to and prioritizes funding for CITES engagement and most funding supports AFWA representatives' travel. The International Relations Director also has travel funds that are used to attend key meetings and conduct specific activities. AFWA's financial resources for international engagement are modest and most of their money supports international meeting attendance and engagement.

AFWA's future international engagement/relevancy goals are to maintain support for sustainable use in international fora, treaties and conventions and maintain the ability for states and when applicable Provinces and Territories to do their jobs and manage and conserve wildlife.

Where would TWS involvement and collaboration be most helpful? The AFWA community would love TWS to become a member of IUCN. According to Hahn, the main catch for most organizations is that IUCN membership is fairly costly annually and requires a fair amount of work if you really want to engage.

Survey

Based on the 4 main emergent themes from our 2019 panel discussion on the future of international involvement, we developed a 16 question anonymous Qualtrics survey (https://uarizona.co1.qualtrics.com/jfe/form/SV_4GTiOG9kjPLfpvD) to gauge support for various mechanisms of international engagement and representation within each thematic area. We asked survey takers to express how important they felt the different modes of international engagement were to them as well as rank the 4 broad themes by order of importance. We also asked survey takers what international organizations they belonged to, if they did research or other work internationally and where, and which mechanisms for international engagement they felt benefitted them most as a TWS member. Finally, we solicited additional ideas, suggestions, and comments from survey takers, all of which are included as appendices to this report. Below, we summarize our survey results by theme.

We received 119 responses to our survey; 95% of respondents were TWS members, and 54% were members of the TWS International Wildlife Management Working Group. The majority of respondents were employed as agency, academic, and NGO professionals, graduate students, post-doctoral researchers and consultants (Figure 1). For further analyses, we binned professions into 3 broad categories: Academic, Practitioner, and Student. Survey respondents



were located primarily in North America, with international representatives from South America, Africa, Asia, and Australia (Figure 2). Thirty five percent of respondents work internationally, with representation in nearly all world regions (Figure 3).

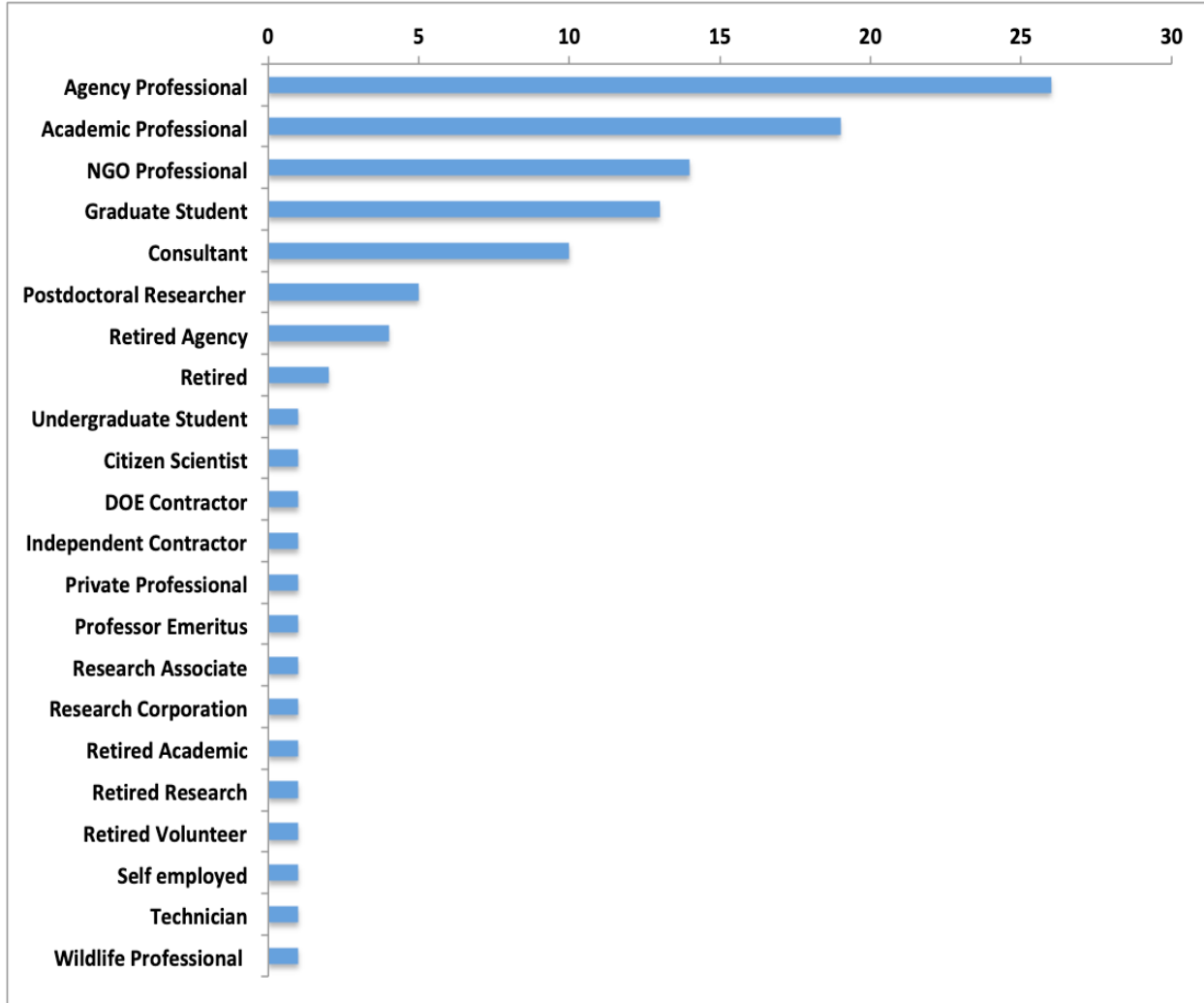


Figure 1. Count of survey respondents by stated profession

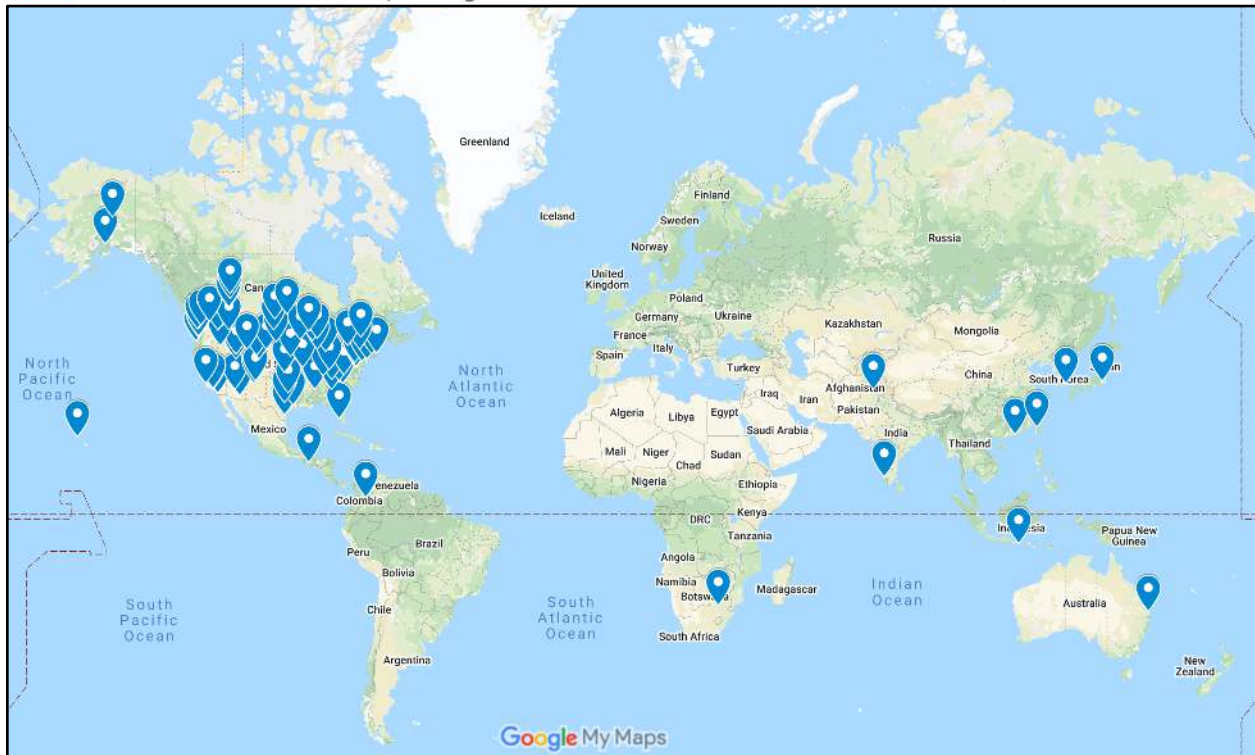


Figure 2. Geographic distribution of International Involvement survey participants based on IP addresses

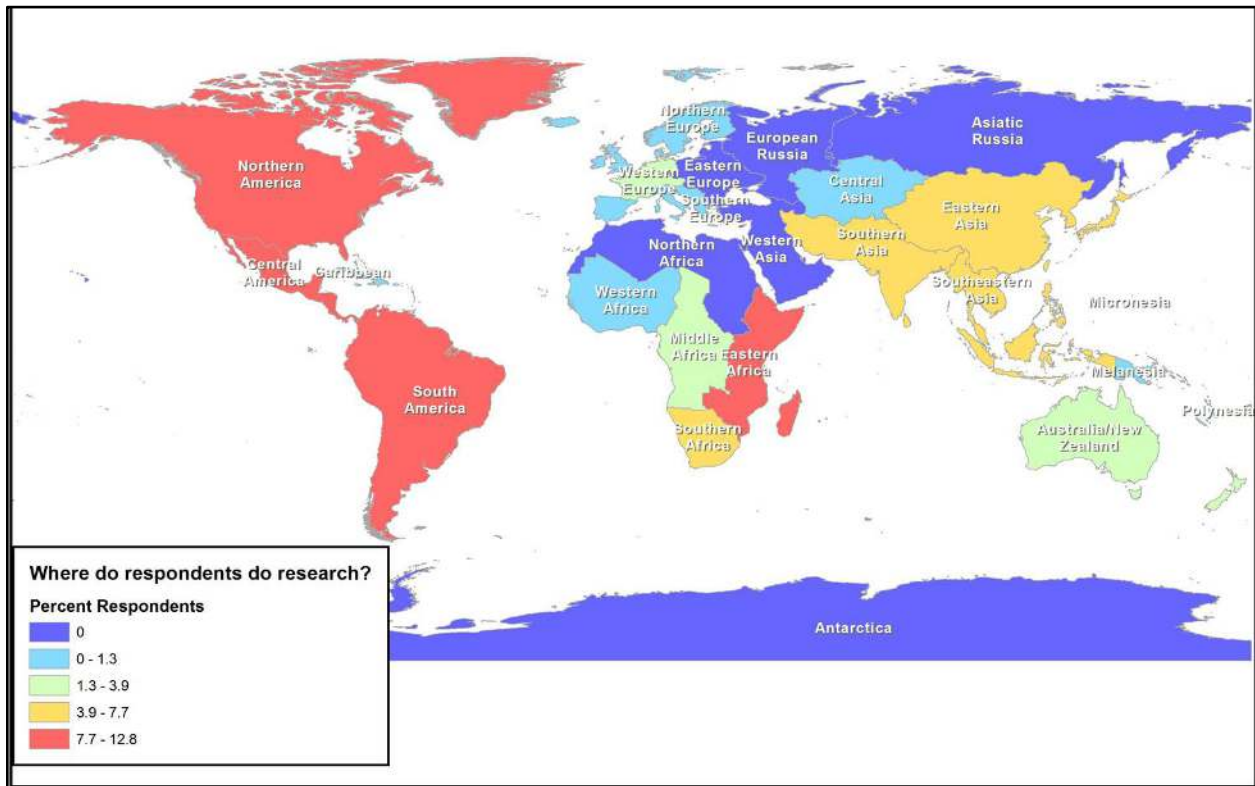


Figure 3. Where survey respondents do their international research by world region



Of participants that work internationally, the majority felt that there was strong interest in forming a TWS Section in the countries in which they work. In addition to TWS, survey respondents listed The Society for Conservation Biology (SCB) and the International Union for the Conservation of Nature (IUCN) most frequently as other international organizations to which they are members of (Figure 4).

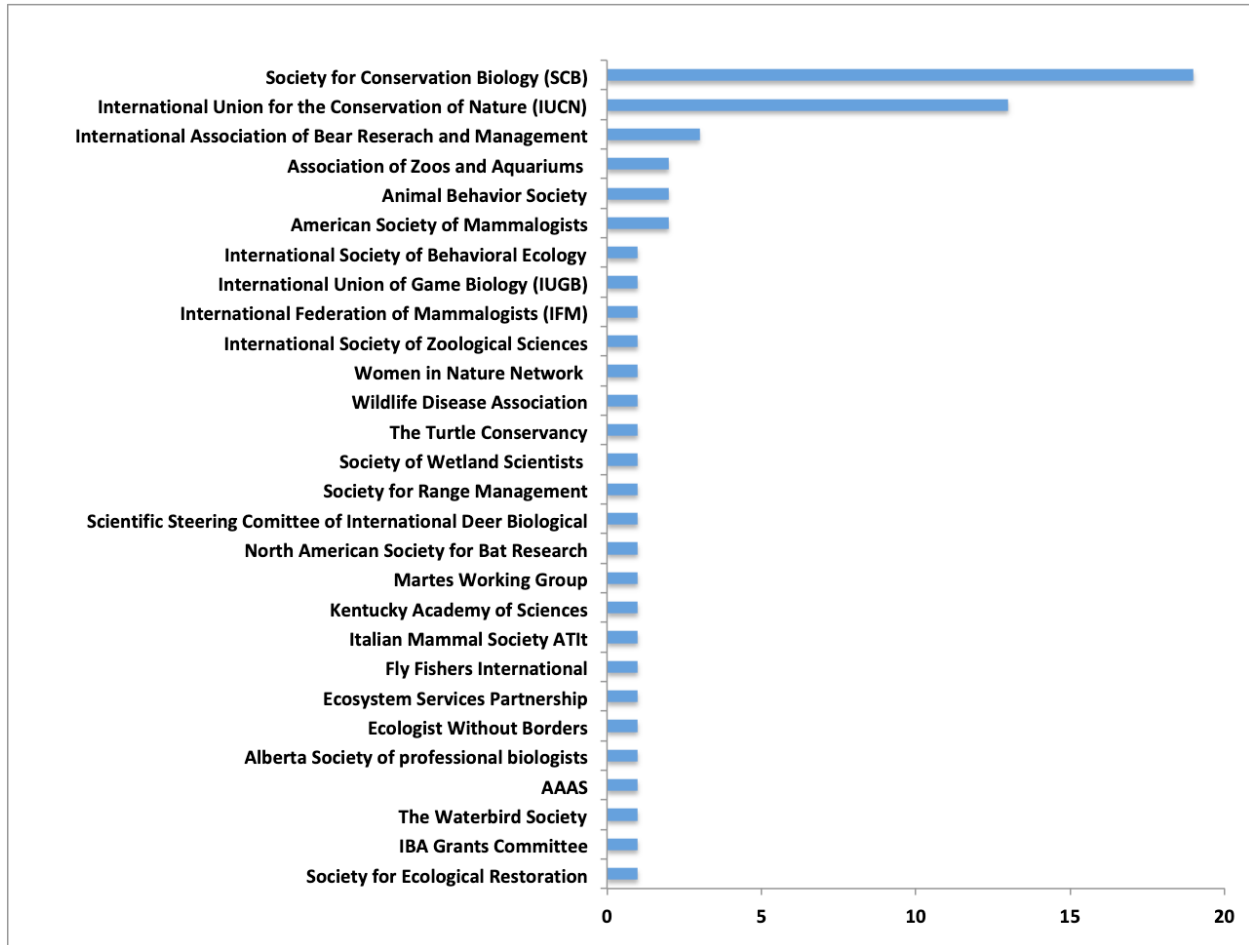


Figure 4. Count of other international organizations survey respondents listed as belonging to in addition to TWS.

What is the value of international engagement?

We asked survey participants to rank what they value most about international engagement and how important they felt it is for TWS to be involved internationally. Most (80-100%) participants felt it is important or very important for TWS to be involved internationally. Participants felt that international involvement is important because it allows them to establish and maintain collaborations, stay informed of relevant issues, get exposure to new ideas and techniques, and experience other cultures (Figure 5).

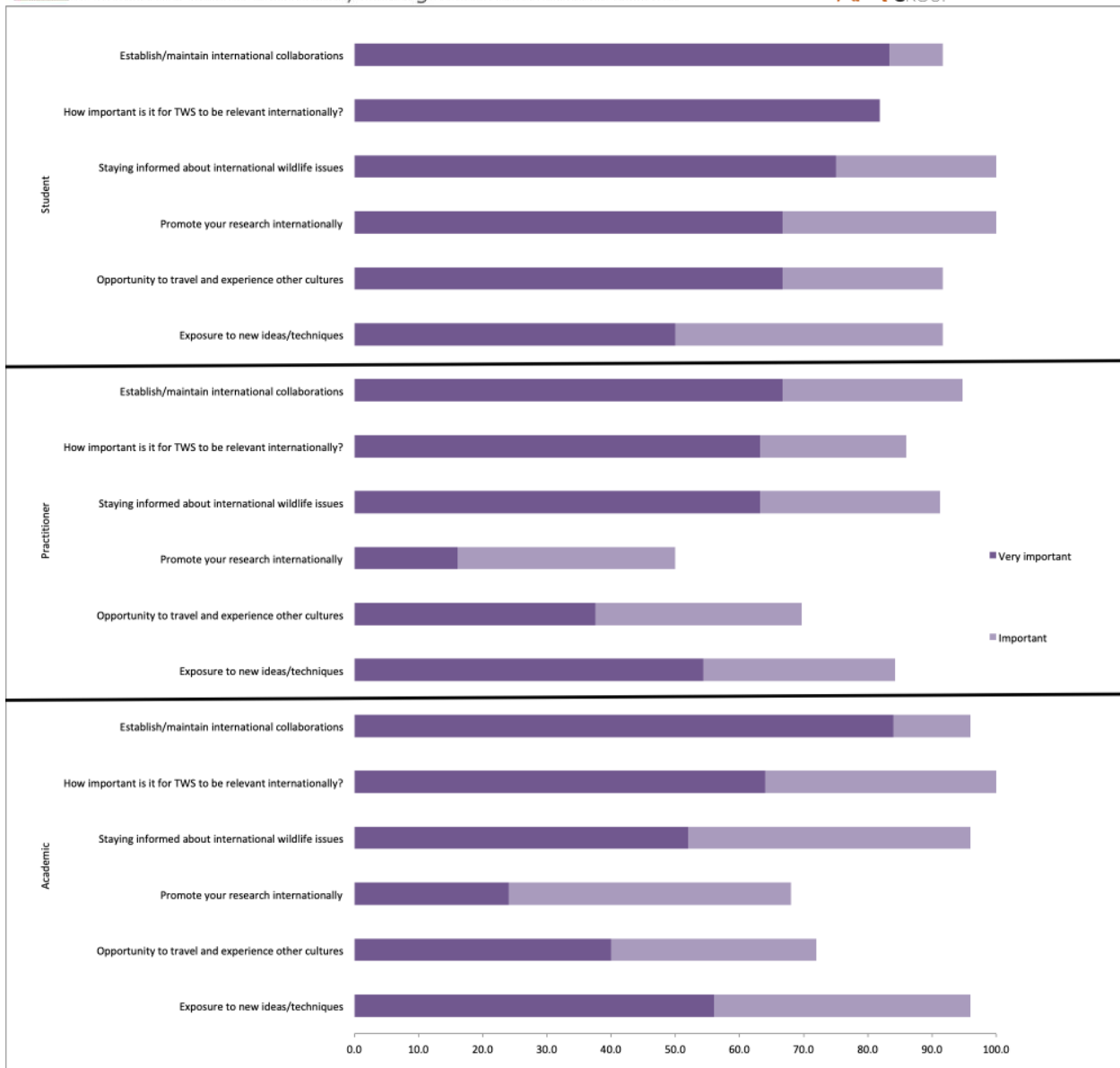


Figure 5. The value of international engagement by profession. For visualization and comparison purposes only very high and high rankings are shown.

Recommendations by theme based on priorities of survey respondents:

We asked survey participants to rank the four thematic areas for international engagement from highest to lowest based on their perception of the importance of each theme (Figure 6). Both practitioners (consultants, NGO, agency professionals active and retired, contractors, technicians) and academics (professors active and retired, research associates, postdoctoral scholars) valued engagement and partnership development between TWS and other organizations and international representation in TWS publications and peer review as their top two priorities. While students (undergraduate and graduate) valued internationally recognized



wildlife curricula and certification as their top priority, and partnership development and international representation in publications and peer review as second highest priorities.

We have organized our recommendations for international engagement based on the priorities of wildlife practitioners and academics. **1.** Engagement and partnership development; **2.** Representation in publications and peer review; **3.** Internationally-relevant wildlife curricula and education of wildlife students; and **4.** Career/professional development opportunities.

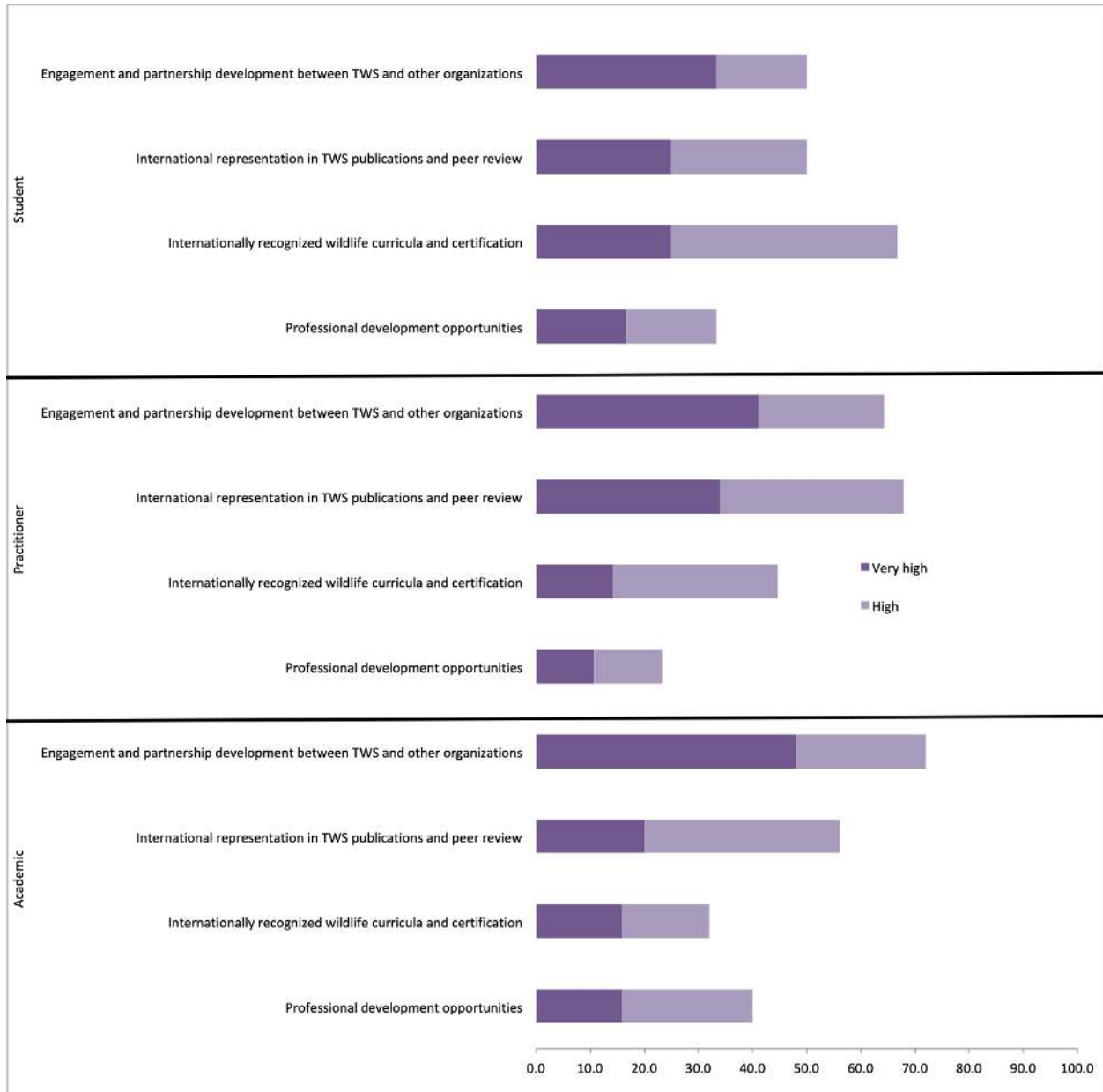


Figure 6. Ranked preferences of 4 thematic areas for international engagement by profession. For visualization and comparison purposes only very high and high rankings are shown.



Priority 1. Affiliative engagement and partnership development between TWS and other organizations

Within the engagement and partnership development theme, we asked survey participants to indicate their preference (high, moderate, low) for ideas to increase TWS relevance to international wildlife practitioners via engagement and partnership development between TWS and other organizations (Figure 7).

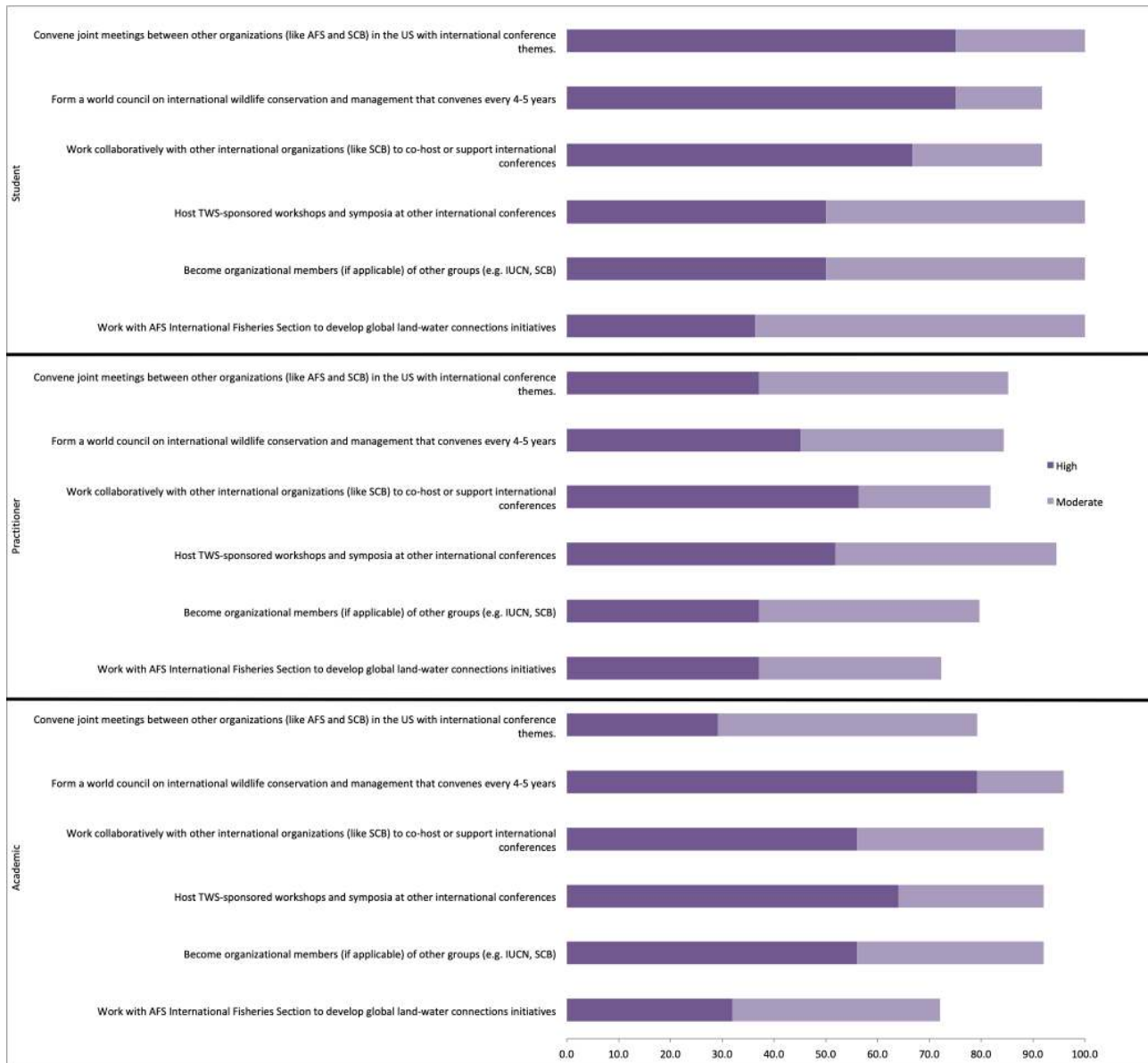


Figure 7. preference, by profession, for ideas to increase TWS relevance via engagement and partnership development between TWS and other organizations.



- Based on the AFS International Fisheries Section model, work to form a World Council on Wildlife Conservation and Management Societies that would convene every 4 years.
- Host TWS-sponsored symposia, workshops, and training opportunities at conferences held by affiliated international organizations.
 - International Congress for Conservation Biology
 - International Union for Game Biology
 - World Fisheries Council
 - Sessions on land water connections, work with AFS
 - International Association for Bear Research and Management
 - South African Wildlife Management Association
 - International Federation of Mammalogists
- Reach out to and work collaboratively with other internationally engaged organizations to develop workshops, symposia, materials, weigh in on international wildlife policy and issues, and potentially co-host international conferences.
 - Society for Conservation Biology
 - Co-host ICCBs via shared conference planning team
 - CITES
 - IUCN
 - International Association for Bear Research and Management
 - Partners in Flight
 - Association of Fish and Wildlife Agencies
 - American Fisheries Society
 - Association of Zoos and Aquariums/ European Association of Zoos and Aquariums
- Make meetings inclusive and accessible
 - Provide international access to conference presentations at a reduced cost
 - Hold International mixers at each conference to allow participants to make new connections within the Society. Many survey participants noted that they wanted more opportunities to meet and interact with other professionals working internationally.
 - Develop a slideshow of international work featuring TWS members and their collaborators
 - Create opportunities for crossover - find opportunities and commonalities and incorporate an ethic of being inclusive on issues.



How TWS IWMWG can facilitate actions:

TWS IWMWG can leverage its memberships' connections and experience to identify TWS member-representatives to other internationally engaged organizations, develop planning committees for TWS representation at international meetings and begin making word congress of wildlife conservation and management societies. We can work to solicit photos of members working internationally to highlight and feature at conferences. We can organize international mixers at conferences with support from Council.

Priority 2. Increased relevancy of TWS internationally through representation and access

Within the representation and access theme, we asked participants to indicate their preference for ideas to increase TWS relevance to international wildlife practitioners via representation and access in publications, peer review, and TWS leadership (Figure 8).

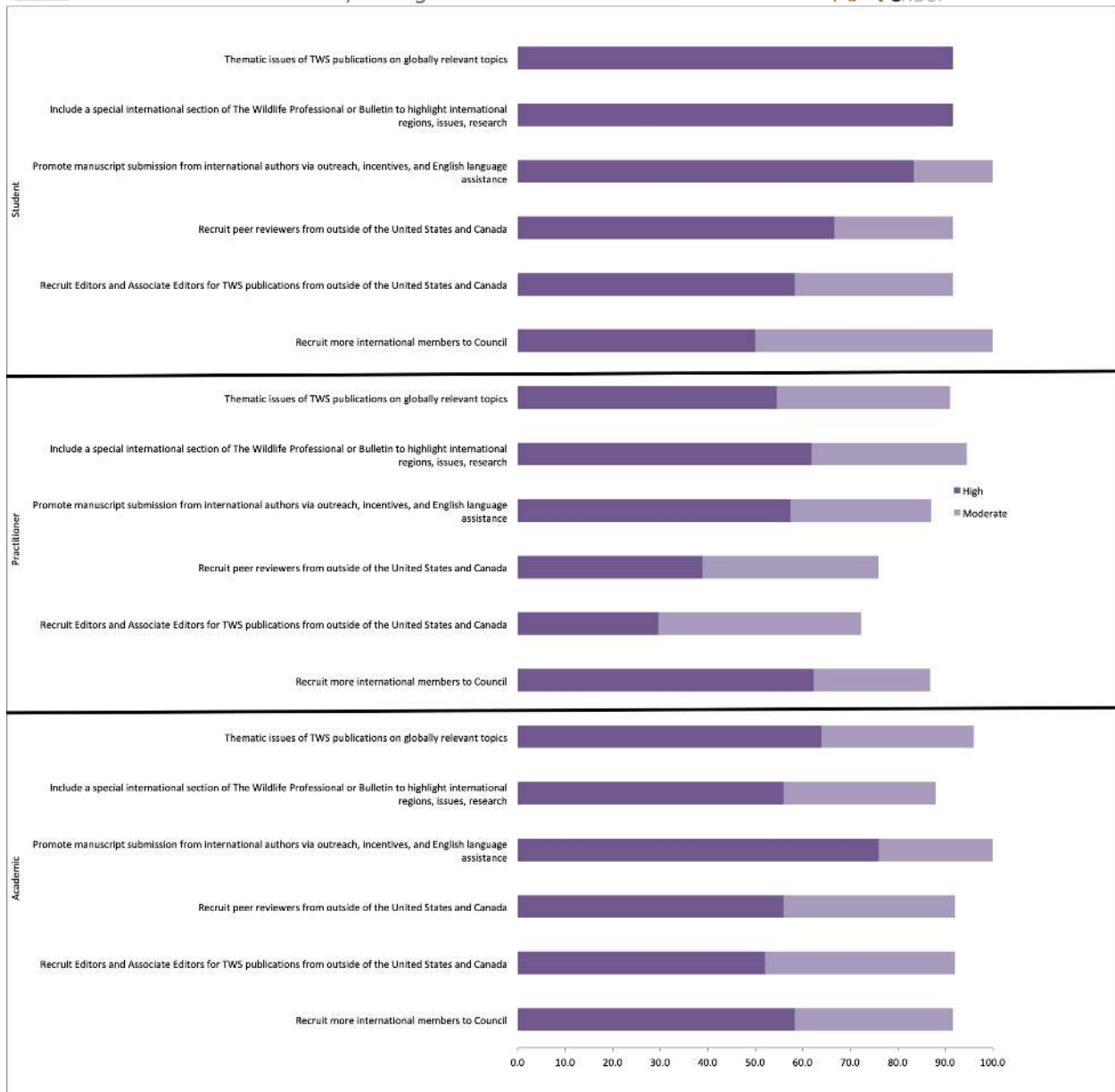


Figure 8. preference, by profession, for ideas to increase TWS relevance via representation and access in publications, peer review, and TWS leadership.

- Increase the international scope and representation of international authors and topics within TWS publications (Journal of Wildlife Management, The Wildlife Professional)

TWS publications comprise a longstanding interface with the international community of wildlife researchers and managers, therefore it makes sense to consider their potential as vehicles for enhancing international engagement. In a recent Journal of Wildlife Management (JWM) editorial Paul Krausman (EIC) reported the journal employs



associate editors from five countries (Krausman 2019). Not including those from the US or Canada, this amounts to three from a total editorial board of 47. Although no other journals are strictly comparable, two that provide some content overlap are Conservation Biology and the European Journal of Wildlife Research (EJWR). Conservation Biology's editorial board numbers 94, including 59 from countries other than the US or Canada, plus five Spanish translators. Looking from the European perspective, the EJWR editorial board of 23 includes five from the US, and one each from Brazil and India. It is possible that a greater representation of international wildlife researchers and managers on editorial boards would increase the attractiveness of TWS publications to international authors (although it should be noted that JWM received manuscripts from 39 countries in 2018 (Krausman 2019).

Comparing journal *Aims and Scope* sections (a section intended to guide authors to appropriate publishing destinations) , the text in JWM

(<https://wildlife.onlinelibrary.wiley.com/hub/journal/19372817/productinformation.html>) lists relevant topics in wildlife biology and ecology and stipulates usefulness to wildlife practitioners. The EJWR lists similar topic requirements without specific stipulation for value to practitioners

(<https://conbio.onlinelibrary.wiley.com/hub/journal/15231739/homepage/productinformation.html>)

Conservation Biology asks for submissions that “emphasize issues germane to any of Earth's ecosystems or geographic regions ... with relevance to conservation that transcend the particular ecosystem, species, or situation described”.

<https://conbio.onlinelibrary.wiley.com/hub/journal/15231739/homepage/productinformation.html>

As in EJWR, no submissions are excluded by JWM on a geographic basis, but it is possible that the text from Conservation Biology's *Aims and Scope* is more inviting to international authors. Additionally, the framing of papers in a broader context could be something to encourage in submissions to JWM and other TWS publications to emphasize the global commonalities in wildlife science.

The above suggestions assume authors may consider but ultimately decide against submitting manuscripts to TWS publications. It could be instructive to conduct a survey of authors publishing in EJWR and Conservation Biology (on wildlife-related questions) in which respondents were asked (1) Did you consider submitting to a TWS publication?



(2) Why did you decide not to submit to a TWS publication? (3) Why did you choose the alternative?

- AFS leaders note that Wiley has been instrumental in helping them recruit articles from international authors for the North American Journal of Fisheries. This increased representation demonstrates to readers that AFS is not limited to North America. (Steven Cooke, Past President of the Canadian Aquatic Resources Section of the American Fisheries Society).
- Recruit international reviewers - As noted in past surveys (Shoesmith 2006), our WG members from outside of the United States do not consider submitting manuscripts to the Journal of Wildlife Management because they know that the editors and peer-reviewers will be almost exclusively from the United States and Canada.
- Require or recommend that submissions to the Journal of Wildlife Management also include a Spanish language abstract.
- Consider adding an international representative position to the Editorial Advisory Board.
- The Wildlife Professional (TWP) consists of contributed articles and regular “departments”. Consider adding a department that lists upcoming conferences and meetings from different regions of the world. Consider adding a country to the State of Wildlife department (which is organized by TWS Section) - the country could be added after the last Section; a different country in each issue. Consider adding an international section with a country profile to every issue. Adding a regular department would require a commitment, and would generate content for the magazine. American Fisheries Society models this in their *Fisheries* magazine with the State of Fish and Fisheries in the profiled country, and have found that it increases global relevance (Steven Cooke, Past President of the Canadian Aquatic Resources Section of the American Fisheries Society). Contributed articles have the benefit of not adding to the workload of TWP personnel.

IWMWG currently has members in Canada (6 provinces), Germany, India, Ireland, Japan, Mexico, New Zealand, Norway, Poland, South Africa, South Korea, Sweden, Taiwan, Wales, and Armed Forces AE. IWMWG could challenge its members to submit contributed articles to TWP. Some articles from the IWMWG’s newsletter could be further developed and submitted to TWP as contributed articles. This could be piloted over 1 year, in which 6 contributed articles (2-3 pages each) would provide an



international article in each issue. Council may also consider a special focus issue of TWP with 3-6 articles on global-scale challenges and/or international collaboration in wildlife management.

- Use global-scale challenges as themes for journals, conferences, and plenary speakers (e.g. poaching, wildlife trade law, fire & climate, international borders, biodiversity, ocean acidification, environmental pollutant impacts on wildlife and people, wild meat harvest, sustainable use, funding conservation and wildlife management into the future).
- Implement a peer co-mentoring program at the TWS level. This would involve matching international conference attendees with IWMWG members for meetups and socials with the goal of facilitating introductions, making connections, establishing collaborations.

The TWS IWMWG has developed a Working Group-level trial of this type of engagement mechanism that we call our Wildlifers Without Borders Program. The immediate goal of the IWMWG Wildlifers Without Borders Co-Mentor Program is to link local TWS conference attendees with international attendees to provide an enriched conference experience for both participants. The ultimate goal of this program is to increase international attendance at TWS conferences and foster professional relationships and friendships that will encourage international transference of knowledge and skill sets.

Recruitment and selection of international “buddies” is currently conducted by IWMWG officials at least six months prior to each TWS conference. Once international buddies have been selected, IWMWG sends out a request to current IWMWG members to serve as local hosts. Hosts are selected by their written commitment to adhere to the written requirements of the program and then by a “first-come, first-serve” basis. Volunteers who were not initially selected are added to a back-up list. IWMWG matches local hosts with an international buddy at least three months prior to the upcoming TWS national conference. Prior to the conference, paired participants are required to introduce themselves via e-mail, be available to help answer any questions about the conference, and to plan times to meet up during the conference. During the conference, paired participants are required to meet face-to-face a minimum of three times and attend the IWMWG working group meeting together where they introduce each other to the working group.



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By making these connections, we hope that each participant will gain valuable knowledge that will help them advance their careers or foster collaboration. Added benefits of this program may include assistance with publication review, research collaboration, or establishing long-term international professional partnerships. In 2019, we had our first co-mentor partnership for the AFS and TWS Joint Conference in Reno, NV. Our international participant was a post-doctoral student from South Korea named Sungwon Hong. We were able to partner Hong with a professor from Utah State University for the duration of the conference. Following the conference, Hong had the opportunity to visit Utah State University with his local host and tour some of the surrounding areas. Upon returning to South Korea, Hong sent IWMWG an e-mail thanking us for facilitating this experience. In his words, Hong said his involvement in the co-mentoring program helped him “easily approach the conference” and “that if there are affairs that [he] can contribute to [the] international working group, please let [him] know”. Because of this positive review, we hope to expand on this program for future conferences.

Gaining support at the parent society level of TWS would help increase the visibility of this important program, increase TWS international membership, and attract potential funders to increase the availability of travel grants for international travelers to TWS conferences. This program goes beyond the traditional conference experience, in that it fosters close communication with professionals across borders. This direct communication is vital in establishing professional relationships--relationships which are crucial to prepare wildlife professionals for conservation and management challenges that increasingly exist on an international scale.

- Another model for this type of peer co-mentoring program has been developed by CoalitionWILD at the 10th World Wilderness Congress (<https://coalitionwild.org/about/>). The organization pairs experienced conservation professionals with early career conservation professionals across the globe. CoalitionWILD is built on the active engagement of young people to help them develop their skills, knowledge and empowerment while actively working to achieve positive changes in conservation. Although the terms “mentor” and “mentee” are used in the mentorship program, pairs are encouraged to work as partners in a mutually beneficial relationship, recognizing that each can learn from the other. In the program’s second year of running (2019) CoalitionWILD partnered with the International Union for the Conservation of Nature (IUCN) World Commission on Protected Areas (WCPA) to widen



the program's scope and global reach. Thus far, the mentoring program has included 76 participants from 36 countries.

- One way that TWS could implement such a co-mentoring program at the Society level is to include 2 places in each year's Leadership Institute class for international graduate students or early-career professionals.
- Include international involvement fields in member profiles with questions such as "what regions do you work?" "What types of projects?".

How TWS IWMWG can facilitate actions:

IWMWG could recommend international professionals to be featured in the regular department "Today's Wildlife Professional".

IWMWG could recommend topics that are global-scale challenges as themes for future issues of TWP, and recommend international expert contacts for specific topics.

IWMWG helps to suggest/recruit peer reviewers and editors.

IWMWG could recruit/solicit recommendations for international candidates to participate in a co-mentoring program should the Society adopt this at the national level.

IWMWG could recruit/solicit members to form translation and English language review committees for assistance with abstract translation and pre-submission English language review for international authors. Contact information for committee members would be passed along to the Editors of TWS publications.

IWMWG, with support from TWS Council, would work with other WGs to gather financial support to host an international wildlife mixer or lunch while continuing to support the Out In the Field lunch and associated activities.

Priority 3. Internationally-relevant wildlife curricula and education of wildlife students

Successful wildlife management and conservation will require big-picture thinking that incorporates and values diverse perspectives. To this end, wildlife education must position students to be ethical, responsible citizens able to meaningfully participate in a global society (Kessler 1995, Kessler et al. 1998). Our survey participants agree.



Within the wildlife curricula and education theme, we asked participants to indicate their preference for ideas to increase TWS relevance to international wildlife practitioners via student education, curriculum development, and certification for international students (Figure 9).

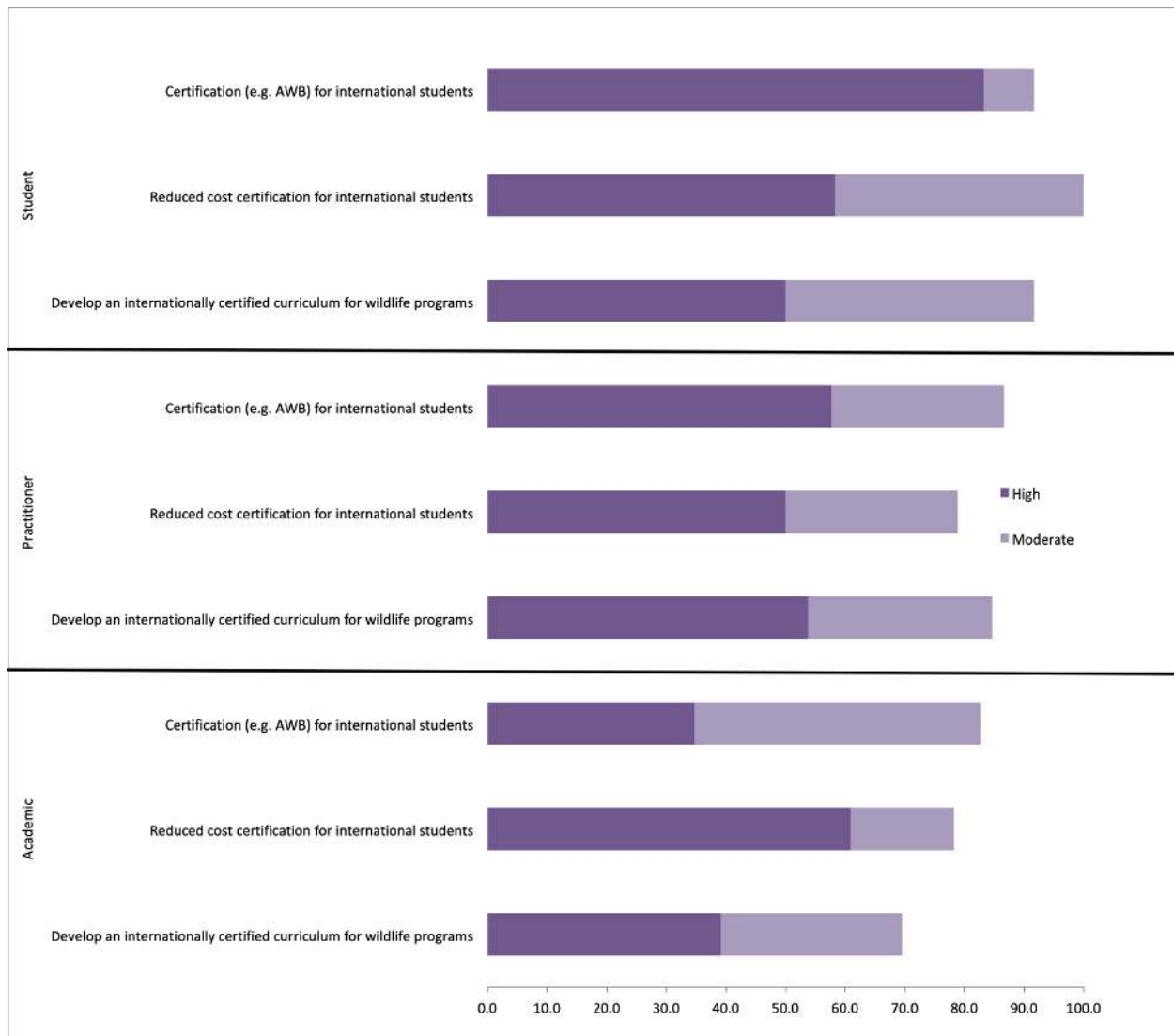


Figure 9. Preference, by profession, for ideas to increase TWS relevance via curriculum development and international student certification.

- Reach out to wildlife programs at universities and promote the benefits of certification, particularly for international students.
 - Capitalize on student wildlife organization leaders, compile a list from state chapters and sections.



- Provide reduced cost certification for international students in U.S. wildlife programs.
- Work with the College and University Wildlife Education Working Group and the Conservation and Education Outreach Working Group to develop an internationally certified curricula for wildlife education in wildlife programs, agriculture and forestry programs, and ecology programs with wildlife emphasis at universities outside of the United States (identified by members as important).
 - While course titles will differ, use the certification criteria for each subject area to develop a list of knowledge, skills, and abilities that are key for each. Universities can then map their offered courses onto these areas.

How TWS IWMWG can facilitate actions:

Call upon undergraduate student members to lead the way by organizing a student chapter leadership network that liaises with the TWS Certification Board to distribute pertinent information and materials about certification and its benefits.

Priority 4. Career & Professional Development Opportunities

Within the career and professional development theme, we asked participants to indicate their preference for ideas to increase TWS relevance to international wildlife practitioners via professional development opportunities that include support for student and post-doctoral research and training opportunities (Figure 10).

- Work to establish and fund an endowment that supports international professional development opportunities and research. This would require efforts from the TWS development team to solicit start up contributions from donors. One idea for a place to start could be to reach out to international renewable energy development companies who regularly hire biologists and pitch the idea of helping to fund an international professional development endowment.
- Provide competitive small grants for professional development opportunities for graduate students, postdoctoral scholars and early career professionals, particularly at international conferences and venues.

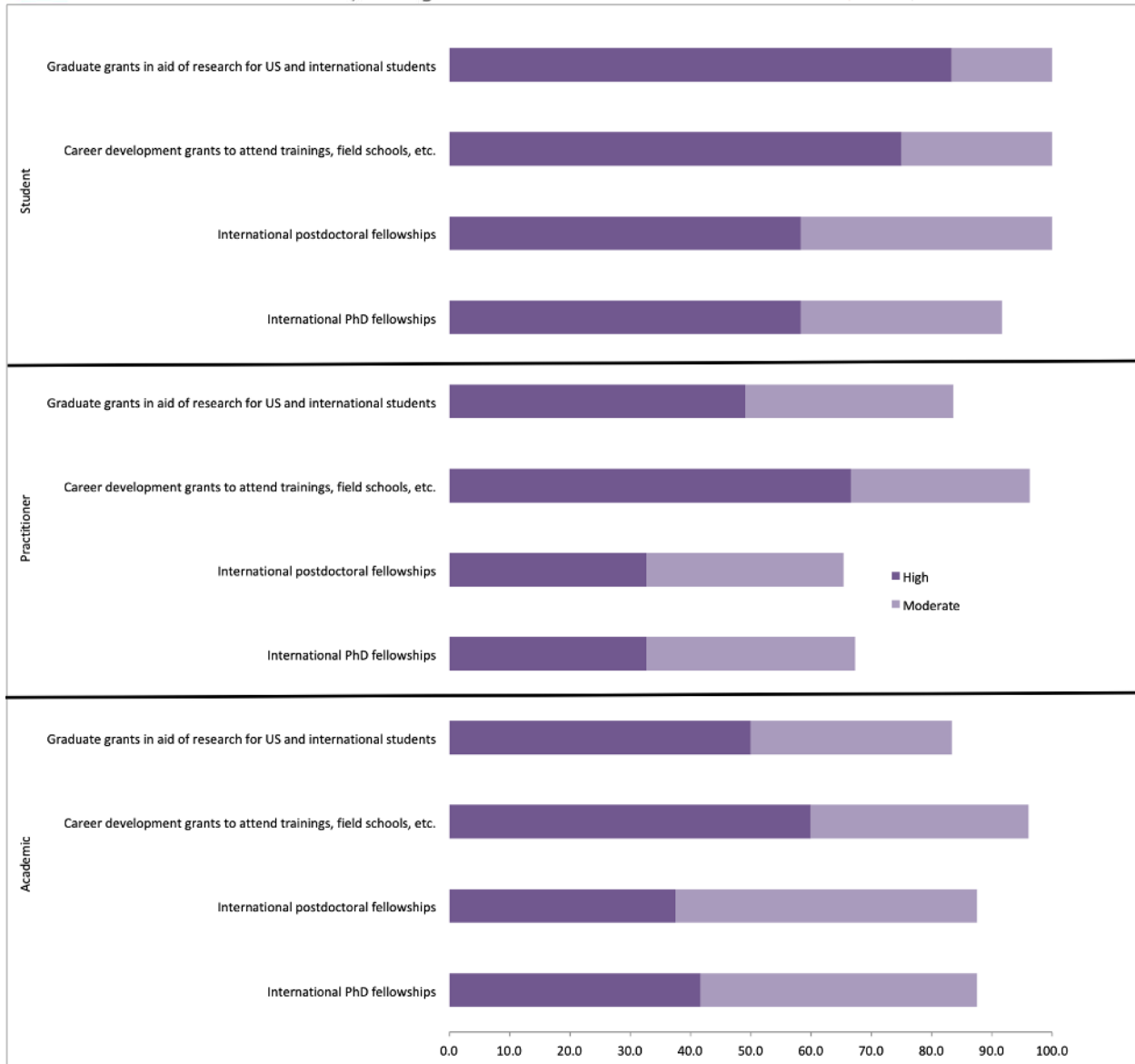


Figure 10. Preference, by profession, for ideas to increase TWS relevance via student and post-doctoral research support and professional development opportunities.

- The Wildlife Society may consider providing financial support for career or personal growth opportunities that encourage international research, conservation, or management. This may include competitive dissertation fellowships, grants in aid of research, and post-doc fellowships. In a similar manner, TWS could additionally or alternatively offer awards to travel abroad for training and knowledge exchange. This may include travel for international conferences, field schools, workshops, or conducting a part of their thesis or dissertation research in labs of international collaborators. Awards should be directed toward any member of TWS that is conducting



conservation-related work in a country outside of their permanent residence to attract a wide range of applications and encourage bidirectional collaboration. These opportunities attract early career professionals and students in particular and heighten the reputation of TWS amongst the next generation of conservationists. Additionally, interest in TWS may increase among researchers in developing countries, who often face scarce funding and limited access to resources and training. Collaboration between neighboring countries is relatively inexpensive to support, yet often severely lacking. International awards could span a range of amounts, as even small awards allow greater flexibility for working in neighboring countries.

A number of professional societies successfully offer such opportunities and may provide a useful model for TWS Council to reference. These awards are mutually beneficial for both the recipient and the society. In addition to receiving a small grant in support of wildlife conservation research, recipients may also be given an opportunity as an invited speaker at an annual conference or symposium. In return, award recipients are encouraged or required to maintain membership, attend conferences, write an article, or increase involvement in some other fashion. For example, the American Society of Mammalogists offers [Grants-in-Aid-of-Research awards](#) to graduate students that are members of the society, which encourages membership and provides graduate students with a small grant to bolster their studies. Students are also presented with an award at the following annual conference to encourage attendance and participation. ASM student and professional awards are funded through endowments and member contributions via their membership website. Examples from other societies include:

- [Smith Conservation Research Fellowship](#)
 - This is an SCB endowment that is a pipeline for getting great scientists engaged. Events for Smith Fellows occur at every SCB meeting. Previously housed at TNC, The Smith family moved it to SCB. It is an endowed fund of \$5 million USD that pays in perpetuity.
- [San Diego Zoo Conservation Fellowships](#)
- [Zoological Society of London \(ZSL\) Fellows](#)
- [ZSL EDGE Fellows](#)
- [Japan Society for the Promotion of Science Post-Doctoral Fellowships](#)



How TWS IWMWG can facilitate actions:

IWMWG can request input from members and associates who work for or manage private consulting firms that hold regular contracts with international renewable energy firms. We can request input/feedback for the idea of soliciting contributions for an international professional development fund.

Suggested Budget Line Items for International Involvement

We highlight some suggested items that could be included under an International Involvement budget line as rough estimates for consideration and dialogue. We have broken these down by priorities (1-3 years; 3-7 years; 7-10 years). This is not meant to be a comprehensive list nor a suggestion that all of these items be implemented, however should TWS proceed with supporting international engagement, these are actions that have been highlighted as priorities by TWS and IWMWG members.

Implementation timeline

Next 1-3 years

- IUCN membership to IUCN - ~ \$1,500.00
 - Funds for delegates to attend IUCN events and conferences: \$ 5,000.00
- SCB Professional Membership - \$300 1 year; \$860 for 3 years (see table of Organizational Membership categories below)

Organizational Membership	Dues (USD)		
Annual Gross Income (USD Equivalent)	1 Year	2 Years	3 Years
< \$1 Million annual budget	\$300	\$580	\$860
\$1 - < \$3 Million annual budget	\$500	\$980	\$1,460
\$3 - < \$6 Million annual budget	\$1,000	\$1,980	\$2,060
\$6 - < \$10 Million annual budget	\$3,000	\$5,080	\$8,060
> \$10 Million annual budget	\$5,000	\$9,080	\$14,060

- Annual support of the Mexico Wildlife Conservation and Management Conference \$5,000.00
 - Additional \$5,000.00 held in trust per other international sections should TWS proceed with that option, as per the SCB model.
- TWS representation at least one international conference (other than IUCN) - up to \$2,500.00 to support travel costs, production of TWS materials, offset travel costs of international participants in symposia and workshops.

Next 3-7 years



- Support for international Editors for JWM
- Support for international wildlife mixer or lunch ~ \$1,500.00
- Work to establish an endowment to support
 - International student travel fund ~ \$2,000.00 - \$5,000.00. Applications reviewed annually by an International Awards Committee.
 - Grants in aid of research (international) ~ \$10,000.00 - \$50,000.00. Applications reviewed annually by Grants in Aid committee.
 - International graduate or post-doctoral fellowships ~ \$50,000.00 to support 2. Applications reviewed annually by an International Awards Committee.
 - International professional development grants for training ~ \$5,000.00-\$10,000.00, rolling applications reviewed quarterly by ad-hoc committee.

Next 7-10 years

- Based upon the AFWA model, consider creating an International Relations Director position as full time staff at TWS headquarters. This individual would then work directly or chair the TWS IWMWG. \$70,000-\$100,000 (indirect costs included).

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Appendix 1. Individual Responses on International Engagement Thoughts

The Wildlife Society International Involvement Survey 2020

March 6th 2020, 1:35 pm MST

Q15 - Do you have any thoughts, comments, or suggestions for how TWS should engage internationally?

Do you have any thoughts, comments, or suggestions for how TWS should engage internationally?

Provide internships to students Provide grants to International students for graduate students

Partner and promote citizen science opportunities particularly in developing countries.

I would employ electronic means as much as possible and then celebrate how international connections don't require travel by airplane or other high carbon footprint means.

I think it makes a lot of sense to start small. Ask what is reasonably doable over the next year and make it happen. Maybe getting TWS representatives at the table in some of the groups mentioned previously by tapping into our current network and hosting/sponsoring workshops at international conferences. Then, as the TWS name becomes more recognizable at the global scale, begin initiating new chapter development in countries where we already have strong partnerships, perhaps. There are undoubtedly countless countries we are collectively connected to, and if creating chapters in those countries is a priority, I'm sure we can make it happen. If instead, the purpose of expanding is to improve international opportunities for North American members, then the approach might look different. I think the idea of collaborating with AFS is fantastic. Globally, communities are dependent on freshwater fish for food and livelihoods, and wildlife conservation offers an incredible alternative opportunity for communities to grow economically in a sustainable way. Should/how can TWS play a role in that movement globally? One idea touched on throughout this survey is that TWS can provide funding and collaboration for key partners and individuals who are working in this realm. We talk about networking a lot at TWS - how can we tap into the incredible knowledge base TWS represents to make the right connections at the right times as a force for good for wildlife globally? I'm very excited to get involved, but it seems there might be a lot of conversations followed by hard work ahead!

I am all for investing in our partnerships with Canada, US, and Mexico. I think those will form a strong foundation as we try to incorporate other international partners. Especially from a TWS subunit perspective.

I like the idea of more publication opportunities (special issues or a new pub focused on international wildlife conservation science). I like the idea of international collaborative conferences.

None

Develop online workshops accessible at little/no cost to professionals and students in emerging countries.

One way to engage would be to sponsor research internationally, where those receiving TWS grants are also linked to mentors (TWS members). Another avenue would be to provide opportunities for wildlife managers from the US to interact with managers internationally in order to understand the key differences and commonalities in wildlife management challenges and to learn from each other. For example, a short term exchange program could be initiated for wildlife managers.

After engaging international researchers, agency personnel and others working in the wildlife conservation field, listen to them. They will best know what the needs are in their countries and their regions. and they will know what's possible within the system they're working in. It's important to recognize that one size doesn't fit all. Even if we clearly see a path forward we may not understand how to navigate the maze, so listening before we try to help is the most important thing we can do to accomplish a conservation goal.

n/a

NO

The TWS should catalyze the advancement of efforts to protect and better manage extant species of flora and fauna in the regions where they exist. This is best actualized by engaging key management authorities at a regional and sub-regional level and reputable NGOs.

Engage with IUCN. If possible - Offer a couple of prestigious graduate student scholarships for international students, even if only for one year of tuition and stipend. This will aid in finding matching funds from other sources. If possible - Offer summer "field work" scholarships for US students working abroad. Often US students struggle in the field due to unforeseen expenses. Have a section in the Wildlife Professional on the outcome of these scholarships. Not sure.

Develop/promote a wildlife professional exchange program among North American biologists and managers with counterparts in other countries

We will develop model core curriculums for wildlife management the next two years. I would appreciate TWS to give us the related information.

Always be respectful and don't act superior to international practitioners, even if they don't have the educational levels we may have. Always act like we truly appreciate the work they are doing and the ways they have had to adapt to issues in their countries to accomplish wildlife conservation.

Partner with international organizations and universities; invite publication in TWS journals; develop a journal (or expand existing journals) to cover international scope.

TWS should look for more collaboration with a participative approach to think and elaborate on international projects with the integration of international views.

I do not support TWS joining as a member, other associations like SCB. I do support joining IUCN as that provides a different type of platform for TWS engagement. I also do not support TWS becoming a grant-making organization (re:fellowships, etc. as mentioned in questions), though programs that would provide support for international students to attend TWS sponsored training or for US/Canada students to attend such training abroad would be a useful program, if relatively straightforward to administer. Also, regarding questions about peer-reviewers for TWS journals, my experience is we do try to get non-North Americans to review, with mixed success.

See immediate above.

Through existing organizations would be the quickest (SCB, IUCN, etc.).

Work to organize TWS sections in other countries with a council member and IWMWG member assigned to each country.

I would just caution TWS on engagement...I was a member of another organization that felt the need to expand international representation beyond North America. While there was certainly a need to have more inclusion and representation from other countries, that organization quickly became heavily biased on international representation (e.g., board/council members, publications, issuance of research grants) and lost many members from North America, as the organization lost relevance, and to be honest, their journal lost credibility due to the increase in low quality research being published (as a result of an effort to increase publications from other countries). That organization saw a decline in memberships and conference attendance; they are now trying to rebuild their membership within North America. I remained a member and am actively recruiting students and professionals from North America to join or rejoin. This organization also realized that with a loss of relevance and members, they lost a lot of their subject-matter experts; experts who can share their knowledge and experiences (good and bad) with growing programs in other countries. I guess I feel there are several strong international organizations (e.g., SCB) and TWS should not try to directly compete in this space. I do think TWS can collaborate

with other organizations, as we do offer expertise on wildlife management, whereas most other international organizations focus only on research or preservation. But again, with TWS organization resources being finite, I worry expansion will stretch resources thin, especially if TWS has conferences outside N. America.

Outreach to already established relevant societies such as the Mesoamerican Society for Biology and Conservation, among others.

Providing training to locals in various developing countries is important. Helping students with resources, collaboration with professionals, assistance with study design, etc, for those who work in areas with globally endangered or threatened species is something we should consider.

TWS may not be open to international students.

I believe that the North American model of wildlife management has limited applicability outside of the United States and Canada. A recognition, understanding, and acceptance of alternative models of wildlife management would make TWS more relevant to foreign practitioners. Understanding and accepting that there are other approaches to wildlife management would not diminish the North American model but open dialog that could better prepare practitioners to adapt to conditions where public hunting recedes and alternative management is necessary.

I think activity at the above conventions will increase the perceived relevance of TWS for international wildlife professionals and lead to greater engagement in other areas.

Serve as a resource (e.g. roster of professionals with international experience) for professionals

Bringing people to the conference from other countries is expensive. However, we have more international students in our field than we expect. I'm curious how many international students are present in this field or related fields in the US, they can be a good assets to bring more ideas, perhaps. I have a specific goal for international engagement via academic courses and research. I know what people from other side want to do via me. If we can understand what institutes from other countries are interested in from this group, then we may have more clear visions and strong engagement with them.

Unless you are an academic or student, there is no opportunity to participate or contribute to international research programs. There are no grants or funding to support collaboration with consulting firms or industry and when there are opportunities, my experience is that the collaboration is more to trigger matching funding than to truly partner with the consulting firm or industry partner in a research context by utilizing the biologists of the consulting firm or industry partner - very frustrating

Stay focused on North America.

Less US-centric. Become more international!

Make sure you are talking with and working with local organizations or groups that are run by or employ host country nationals.

Make it clear what TWS has to offer to international collaborators/students, and especially why it would be so beneficial to them. Otherwise it will be difficult to convey the value of becoming a member, or the value of publishing in TWS journals

Gain momentum on nonlethal management tools, education, stop wildlife trafficking, stop killing animals, ensure there is habitat now and in the future for wildlife. Without wildlife ALIVE we have no purpose as an organization. Stop supporting wildlife services in the US and focus on protecting species by making sure they live. Stop any support of killing contests, stop supporting any hunting or trapping.

Start with the ICCB and IUCN, ask what TWS could do for developing countries first, partner with Ecologists Without Borders. I think it most important to not take resources away from other international work or groups, and to fully comprehend the social-ecological differences between other countries and TWS when beginning further work.

no

Appendix 2. Individual Responses on mechanisms for international engagement that would benefit members most

The Wildlife Society International Involvement Survey 2020

March 6th 2020, 1:26 pm MST

Q16 - As a TWS member, what mechanisms for international engagement would benefit YOU most?

As a TWS member, what mechanisms for international engagement would benefit YOU most?

Research papers

International webinars or other information from international sources that I can easily access on my own schedule from my own office.

Cultural competency and perspective on international wildlife issues and challenges.

It would be great to have some workshops or trainings available, either at the conference or online, to prepare professionals to go abroad and work cross-culturally. I would love to just read more about the incredible research going on globally in the Wildlife Professional. I'd like to know how other researchers find international opportunities and move into that space. I would love to connect with international students and professionals that are visiting my university or state. I'd like a comprehensive list of funding opportunities for a variety of needs - research grants, community development grants, professional development grants, and grants available for students, professionals, academic researchers, or NGO representatives.

Attending international wildlife conferences, organizing special symposia during those conferences, engaging with international NGOs and governments.

TWP, Council, The working groups

Collaboration and conference opportunities. I have attended the international fish passage conference a couple times so far that brings folks from around the world to share knowledge/research etc. about fish passage. Something like that in the wildlife world could be very valuable.

Professional development opportunities for international students

An increased international component to conferences and publications (or a separate publication called Global or International Wildlife Conservation). Recognition of international work as being important. Collaborative international conferences - fostering travel to different places to help us better reflect on how to modify the North American Model and make it a Global one.

None

More opportunities for students to participate in international conferences/workshops/research. We must invest in new generations of wildlife scientists.

Funding for studies on threatened and non-charismatic fauna is always limited. Making available small grants that are focused on international research projects would be very useful, particularly those emphasizing research on non-charismatic species.

Travel grants and registration waivers for international researchers to attend TWS conferences.

Financial assistance to study/work/collaborate internationally

N/A

Encouraging collaboration with international colleagues through award of competitive grants.

International representation at conferences, webinars?

Notification of opportunities to collaborate or calls for volunteer help.

Graduate student support is needed for international students coming to the US to complete a graduate degree on species/ecosystems in their home country. It is very difficult for host countries to pay for tuition and stipend for graduate school in the US. They can often cover field costs and equipment costs for field work. I have identified qualified students, but struggle to find funding for them. Often times, their universities, in-country, do not have appropriate wildlife science curriculum.

My most beneficial mechanisms have been at symposia and conferences, followed closely by collaboration on projects

In Japan, we are facing depopulation of human and an aging society, while large mammals such as bears, deer, wild boar and monkey expanded their ranges and population sizes, which cause serious human-wildlife conflicts. We have only small professional wildlife biologists and agencies due to lacking educational curriculum for wildlife biology and management, so information from TWS annual meeting benefit me.

Opportunities to contribute funding for assisting international wildlife practitioners to come to our annual meetings training opportunities for international work; grants/scholarships for training; training pertaining to international wildlife policy, e.g., IFC PS6.

I think that TWS should have conferences' grant scholarships for international students to be sure that they are better represented in each conference. Project grand cannot also should be elaborated with the idea to stimulate more and more study around the world

Fellowships and grants

1. Internet 2. A directory of some sort of who's doing what. 3. Forget the "professional" literature it's really behind a paywall that only universities can afford. 4. A chance to "look over the shoulder" of those in item 2. 5. Idea and insight access and transmission matter far more than papers. 6. Competencies are generally quite good worldwide. Respect that and get something done. 7. Emphasize practice rather than academia. Academia is a phase. Practice is lifelong (should be).

International professionals at meetings to discuss research interests.

Notoriety of TWS overseas

More international work in TWS publications; an international section for each journal

I don't currently do international research, but have done so in the past. Not to sound egotistical or elitist, but from my experience and perspective, many countries could benefit from engaging with North American researchers and managers. The North American Model for Wildlife Management is an important guide for what has worked to restore wildlife, sustainably manage wildlife, and identify funding mechanisms. It is not completely applicable to other countries, due to differences in cultures and governance. But it can serve as a guide. And, North America does lead the world in research study design, methods and technology; those need to be shared with other countries so they are not reinventing the wheel. They can learn from our accomplishments and mistakes.

Establish collaboration with U.S. TWS partners for capacity building and research.

Database with contact information for researchers interested in international collaboration.

No

As a late career professional with a fair amount of experience with international wildlife issues and management, I am not sure that I would need engagement assistance.

Meet and greet at conferences. Opportunities to partner with others internationally.

Engagement of TWS in international conventions and agreements related to wildlife conservation and management such as CITES, CMS, CBD, and the IUCN.

Creating connections with wildlife professionals in other countries to exchange ideas and collaborate.

Knowledge of and connections with international professionals for collaboration

It is hard to make time to improve my network by just emailing people from other countries. Thus, having opportunities to meet people during the conference are great. Do I have to get international tasks through this group? Not right now, but I would love to in future. I always keep in my mind that this group benefits me to bring new people and share my thoughts with them.

Opportunities to establish collaborative research or partner with a research group in areas of professional interest

Ability to connect and form working relationships with collaborators outside of the US.

NA retired

Grants for US students to visit and collaborate internationally

I am retired, for me that means that TWS would continue to be one of best organizations to represent wildlife certification for wildlife biologists, have one of the best peer reviewed journals, have position papers that are respected by Federal agencies and our elected government officials and the public (and I suppose the media). Remain non-partisan and true to science, if we don't know, we say we don't know. Many of our birds migrate to other countries to either winter or breed, wildlife depends on fisheries in shared oceans. We cooperate between our government and their governments and must have good working relationships with their biologists. This would benefit me by knowing that all I worked for in endangered species and migratory birds was not wasted.

Allowing opportunity to participate in a get funding for international research where we may be able to partner with international organizations.

- Networking opportunities at conferences with people who work internationally and/or aren't based within the U.S. (i.e. something a bit different from the usual federal/state agencies and non-profits within the U.S.) - Opportunities for internships and research opportunities internationally

Being able to collaborate with others when I do my research.

Making TWS more inclusive of other ways of wildlife management.