

# **Future of Waterfowl Management Workshop: Results of Pre-Workshop Survey**

**Working Draft  
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Submitted by:

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## Executive Summary

A Web-based survey was administered to pre-registrants to the upcoming workshop, Future of Waterfowl Management, August 26-28, Minneapolis Marriott City Center, Minneapolis, Minnesota.

Of 188 workshop pre-registrants contacted, 162 (86%) completed the survey.

- Most respondents (97%) were planning on attending the upcoming workshop.
- The plurality (44%) described themselves as “Administrator/Coordinator of a program.” Nearly one-third (31%) characterized themselves as “Biologist/Scientist,” 18% as “Agency Director/Executive Director,” and the balance as Regulations Committee Member (4%) and “Researcher/Academic” (3%).
- A slight plurality of respondents indicated they had “national/multiple flyway” responsibility for both waterfowl habitat (24%) and waterfowl populations (25%), with the remainder of respondents roughly equally distributed across individual flyways for both habitat and population responsibilities. Most respondents indicated that both their habitat and population responsibilities were directed toward a single flyway.
- Monthly percentage of duty time devoted to waterfowl management varied by respondents’ primary responsibilities, with a majority (54%) of biologists and scientists devoting 76% or more of their time to waterfowl management, and majorities of directors/executives (71%) and administrators/coordinators (51%) devoting 25% or less of their duty time.
- Respondents affiliated with state/provincial agencies indicated, on average, they were devoting “somewhat more” time to waterfowl management compared to 5 years ago, while respondents affiliated with federal agencies indicated they were devoting “neither more nor less” time than 5 years ago. Respondents with habitat or population responsibilities in the Atlantic and Central Flyways indicated they were devoting “neither more nor less” time than 5 years ago to waterfowl management, while respondents with habitat or population responsibilities in the Mississippi and Pacific Flyways indicated they were devoting “somewhat more” time to waterfowl management than 5 years ago.
- When asked to characterize how knowledgeable they were about selected guiding reports and concepts related to waterfowl management, respondents indicated they were “very familiar” with “North American Waterfowl Management Plan,” “Adaptive Harvest Management,” and “2007 NAWMP Continental Progress Assessment.” Respondents were least knowledgeable about “Coherence as a waterfowl management concept,” though on average, this level of familiarity still qualified as “somewhat knowledgeable.”

- Respondents evaluated the performance of selected institutional arrangements and processes contributing to the success of waterfowl management in North America; performance of all items evaluated was “good,” with “Flyway system” the highest ranking performer, and “University training of waterfowl biologists” the lowest ranking.
- When asked to express the amount of change required in selected institutional arrangements and processes to achieve advances in future waterfowl management, the arrangement requiring least change was the “Flyway system” (“Needs minor change”), and the concept/process requiring most change was “‘Coherence’ as a waterfowl management concept” (“Needs moderate change”).
- Respondents evaluated success in 13 areas of effort in waterfowl management. Most successful was “Understanding life history of waterfowl” (“medium success”), following by “Conservation of waterfowl habitats” (“medium success”). The two least successful effort-areas were “Management coherence among waterfowl populations, habitat, and hunter participation” (“Low success”), and “Incorporating hunter satisfaction metrics into waterfowl management goals” (“Low success”).
- Respondents were presented a series of statements about waterfowl management, and asked to indicate agreement or disagreement. On average, respondents expressed highest agreement that, “Greater attention should be placed on monitoring and evaluation,” (“Somewhat agree”), and as a group, disagreed most with the statement, “Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands” (“Somewhat disagree”).
- Respondents were presented a series of questions about their interests in waterfowl hunting. Perhaps most notable was the extent to which “Biologists/Scientists” equaled, and for a number of variables (importance of waterfowl hunting, ducks bagged, annual expenditures on waterfowl hunting) exceeded waterfowl/duck hunting avidity of the general population of U.S. duck hunters.

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## Background

A Web-based survey was administered to all registrants to the upcoming workshop, Future of Waterfowl Management, August 26-28, 2008, Minneapolis Marriott City Center, Minneapolis, Minnesota. The survey was developed through collaborative consultation among workshop organizers (Table 1) and oversight from invited human dimensions specialists, with revisions continuing until the survey was posted by D. J. Case & Associates (DJ Case) to the Web (Snap Survey On-line®) on May 13, 2008 (see Appendix A for survey content).

Table 1. Workshop Organizers/Steering Committee

<b>Member</b>	<b>Organization</b>
Mike Anderson	Ducks Unlimited Canada
Ken Babcock	Ducks Unlimited, Inc.
Phil Bowman	Louisiana Department of Wildlife and Fisheries
Bob Clark	Environment Canada
Kathy Dickson	Canadian Wildlife Service
Bob Ellis	Virginia Department of Game and Inland Fisheries
Dale Humburg	Ducks Unlimited, Inc.
Ralph Morgenweck	U.S. Fish and Wildlife Service
Seth Mott	U.S. Fish and Wildlife Service
Dave Case	D.J. Case & Associates

The survey was one element of a program-planning process, with schedule as follows:

Table 2. Survey schedule, integrated with other program-planning events, Future of Waterfowl Management Workshop.

April 16, 2008	Proposed Workshop timetable, survey table of specifications (objectives), initial draft of questions (item pool), sent to Steering Committee (ST) for review and input
April 21, 2008	ST comments are due to DJ Case
April 22, 2008	ST meets by conference call to Review survey (and comments) and determine process details for Workshop
April 29, 2008	Stand-up draft web survey on DJ Case server, and complete 2 rounds of edits on survey items
May 13, 2008	Final survey goes "live"
May 19, 26, and June 2, 2008	Reminder emails are sent to non-respondents
June 5, 2008	Survey closes
June 24, 2008	Draft survey analysis and summary report completed and distributed by SOB
June 27, 2008	Review results with ST via conference call
July 10, 2008	Revise report and provide summary to Flyway Councils for review prior to Technical Committee and Council meetings
August 26, 2008	Compile feedback from the report and present report (and feedback) at the Workshop via TurningPoint® presentation

Survey objectives were to determine:

- Selected vocational characteristics of respondents (useful for simple frequencies and cross-tabulation with other variables).
- Selected avocational characteristics of respondents (useful for simple frequencies and cross-tabulation with other variables).
- Familiarity with reports and tools of contemporary waterfowl management.
- Performance evaluation of institutional arrangements that have served waterfowl management to this point.
- Perceived changes needed in institutional arrangements to serve future waterfowl management.
- Perceived success achieved in goals of waterfowl management.

## Methods

Of 188 workshop registrants as of survey launch, 162 (86%) completed the survey. Responses were imported from Snap Survey On-Line into Statistical Package for the Social Sciences (SPSS, version 15) for analysis. Basic frequency distributions for all items are in Appendix D, and selected crosstabulations in Appendix E. In many instances, mean scores were calculated for ordinal-scaled variables, using numbers/codes assigned to word anchors, e.g., 1="Excellent," 2="Good," 3="Fair," 4="Poor" ("Don't know" responses were eliminated for purposes of these analyses). Word anchors were assigned to rounded mean scores, e.g., a mean score of 1.49 rounds to "Excellent," and 1.50 rounds to "Good," with "Good" mean scores ranging from 1.50 to 2.49; "Fair" mean scores begin at 2.50—and so forth.

## Results

### Respondent Characteristics

Most respondents were planning on attending the upcoming workshop. About one-quarter (27%) attended the 2006 waterfowl management workshop in Columbus, Ohio (Table 3). A majority of respondents (69%) were active in waterfowl management for 11 years or more (Table 3). The plurality (44%) described themselves as "Administrator/Coordinator of a program." Nearly one-third (31%) characterized themselves as "Biologist/Scientist," 18% as "Agency Director/Executive Director," and the balance as "Researcher/Academic" (3%) and Regulations Committee Member (4%). Fourteen percent of respondents were from Canada, and the balance, the United States. Most were males (93%), 45 to 64 years old (76%).

Notable numbers served on a variety of boards or committees (Table 4); indeed, about 30 other service responsibilities (boards/committees) were volunteered by respondents (Appendix B). Predictably, membership on these boards/committees was varied by respondents' primary responsibility (Table 5). Directors/administrators were more likely to serve on management boards and biologists/scientists more likely to serve in a technical capacity.

Table 3. Demographics of survey respondents

Will you be attending the workshop?	I'm planning to	155	97%
	No	5	3%
Did you participate in the Waterfowl Management Workshop ...	Yes	43	27%
	No	115	73%
What is your primary employment affiliation?	Federal agency	47	30%
	Non-Government Organization	30	19%
	Private business	3	2%
	State/Provincial agency	74	47%
	University	4	3%
How long have you been active in waterfowl management?	0-1 year	5	3%
	2-5 years	18	11%
	6-10 years	26	16%
	11-20 years	41	25%
	21-30 years	49	30%
	More than 30 years	22	14%
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...	Agency Director/Executive Director	28	18%
	Administrator/Coordinator of a program	71	44%
	Biologist/Scientist	50	31%
	Researcher/Academic	5	3%
	Regulations Committee Member	6	4%
Country:	Canada	22	14%
	Mexico	0	0%
	United States	137	86%
You are:	Female	11	7%
	Male	149	93%
You are:	24 or under	0	0%
	25-44	38	24%
	45-64	122	76%
	65 or over	0	0%

Table 4. Participation in selected service roles.

a. Joint Venture Management Board	Yes	33%
	No	67%
	Total	133
b. Joint Venture Staff or Technical Committee	Yes	47%
	No	53%
	Total	135
c. Flyway Council	Yes	26%
	No	74%
	Total	121
d. Flyway Technical Section	Yes	35%
	No	65%
	Total	124

Table 5. Participation in selected service roles by waterfowl management responsibility.

	a. Joint Venture Management Board			b. Joint Venture Staff or Technical Committee			c. Flyway Council			d. Flyway Technical Section		
	Yes	No	Total	Yes	No	Total	Yes	No	Total	Yes	No	Total
Agency Director/Executive	46%	54%	24	5%	95%	20	36%	64%	22	0%	100%	19
Administrator/Coordinator	44%	56%	55	45%	55%	58	41%	59%	49	39%	61%	49
Biologist/Scientist	12%	88%	42	71%	29%	48	5%	95%	43	46%	54%	46
Researcher/Academic	20%	80%	5	0%	100%	4	0%	100%	3	0%	100%	4
Regulations Committee	50%	50%	6	50%	50%	4	33%	67%	3	60%	40%	5

Respondents were asked to indicate the flyways for which they had waterfowl habitat and population responsibilities (Table 6). A slight plurality indicated they had “national/multiple flyway” responsibility for both waterfowl habitat (24%) and waterfowl populations (25%), with the remainder of respondents roughly equally distributed across individual flyways for both habitat and population responsibilities. Most respondents indicated that both their habitat and population responsibilities were directed toward a single flyway (Table 7). About one-third (34%) of those indicating they had national or multiple flyway responsibilities for waterfowl habitat indicated they did not have population responsibilities (Table 7).

Table 6. “Which ONE best describes the geography for which you have...[waterfowl *habitat* responsibilities]/waterfowl *population* responsibilities?”

		Habitat responsibilities	Population responsibilities
Which ONE best describes the geography for which you have...	Atlantic Flyway	14%	13%
	Mississippi Flyway	20%	18%
	Central Flyway	14%	14%
	Pacific Flyway	16%	15%
	National/multiple Flyways	24%	25%
	Don't have habitat responsibilities	12%	16%
	Total	159	158

Table 7. “Which ONE best describes the geography for which you have...[waterfowl *habitat* responsibilities]/waterfowl *population* responsibilities?”

Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Which ONE best describes the geography for which you have population responsibilities?						
	Atlantic Flyway	Mississippi Flyway	Central Flyway	Pacific Flyway	National/multiple Flyways	Don't have population responsibilities	Total
Atlantic Flyway	91%	0%	0%	0%	5%	5%	22
Mississippi Flyway	0%	83%	0%	0%	7%	10%	30
Central Flyway	0%	0%	87%	0%	9%	4%	23
Pacific Flyway	0%	0%	0%	88%	4%	8%	24
National/multiple Flyways	0%	0%	0%	0%	66%	34%	38
Don't have habitat responsibilities	5%	16%	5%	5%	42%	26%	19



The plurality of respondents (43%) indicated they devote 25% or less of their duty time to waterfowl management each month (Table 8). However, nearly one-third (31%) said they spend 76% or greater of their time to waterfowl management each month.

Table 8. “On average, about what percent of your duty time do you usually spend on waterfowl management each month?”

0%	1%
1% to 25%	42%
26% to 50%	13%
51% to 75%	13%
76% to 100%	31%
Total	161

Monthly percentage of duty time devoted to waterfowl management varied by respondents’ primary responsibilities, with a majority (54%) of biologists and scientists devoting 76% or more of their time to waterfowl management, and majorities of directors/executives (71%) and administrators/coordinators (51%) devoting 25% or less of their duty time (Table 9).

Table 9. Primary responsibility, by percent of monthly duty time devoted to waterfowl management.

	On average, about what percent of your duty time do you usually spend on waterfowl management each month?					Total
	0%	1% to 25%	26% to 50%	51% to 75%	76% to 100%	
Agency Director/Executive	4%	71%	7%	7%	11%	28
Administrator/Coordinator	0%	51%	11%	11%	27%	71
Biologist/Scientist	0%	8%	16%	22%	54%	50
Researcher/Academic	0%	100%	0%	0%	0%	5
Regulations Committee	0%	33%	50%	0%	17%	6

Respondents were asked to describe percentages of time they devote to waterfowl management tasks (Table 10). On average, of four waterfowl management tasks, Directors devoted most waterfowl management time (26%-50%) to “partnerships & cooperative dealings” (Table 11), and second-most time (26%-50%) to “habitat conservation.” Program Administrators/Coordinators generally devoted most time (26%-50%) to “habitat conservation,” and second-most time (26%-50%) to “partners/cooperative dealings.” Biologists/scientists devoted about equal time (26%-50%) to “population management” and “habitat conservation,” while the few “Researchers/Academics” and “Regulations Committee Members” devoted most time (26%-50%) to “regulations/hunter dealings.

Table 10. Percentages of time devoted to waterfowl management tasks by primary responsibility.

		Agency Director/ Executive Director	Administrator/ Coordinator of a program	Biologist/ Scientist	Researcher/ Academic	Regulations Committee Member
a. Habitat conservation	0%	7%	1%	12%	50%	17%
	1% to 25%	54%	49%	46%	0%	67%
	26% to 50%	25%	28%	20%	50%	0%
	51% to 75%	11%	16%	10%	0%	17%
	76% to 100%	4%	6%	12%	0%	0%
	Total	28	69	50	4	6
b. Population management	0%	27%	22%	10%	40%	0%
	1% to 25%	65%	57%	33%	0%	100%
	26% to 50%	4%	19%	42%	60%	0%
	51% to 75%	4%	0%	10%	0%	0%
	76% to 100%	0%	2%	4%	0%	0%
	Total	26	63	48	5	5
c. Regulations/hunter dealings	0%	12%	25%	22%	25%	0%
	1% to 25%	60%	37%	40%	25%	50%
	26% to 50%	24%	24%	29%	0%	50%
	51% to 75%	4%	13%	4%	25%	0%
	76% to 100%	0%	2%	4%	25%	0%
	Total	25	63	45	4	6
d. Partners/cooperative dealings	0%	0%	1%	4%	20%	0%
	1% to 25%	44%	56%	59%	60%	100%
	26% to 50%	41%	26%	30%	20%	0%
	51% to 75%	15%	16%	7%	0%	0%
	76% to 100%	0%	1%	0%	0%	0%
	Total	27	70	46	5	5

Table 11. Percentages of time devoted to waterfowl management tasks by primary responsibility. Means and summaries (or “word anchors” based on rounded means) where 1=“0%,” 2=“1%-25%,” 3=“26%-50%,” 4=“51%-75%,” 5=“76%-100%.”

		Agency Director/ Executive Director	Administrator/ Coordinator of a program	Biologist/ Scientist	Researcher/ Academic	Regulations Committee Member
a. Habitat conservation	Count	28	71	50	5	6
	Mean	2.50	2.75	2.64	2.00	2.17
	Summary	26%-50%	26%-50%	26%-50%	1%-25%	1%-25%
b. Population management	Count	28	71	50	5	6
	Mean	1.85	2.02	2.65	2.20	2.00
	Summary	1%-25%	1%-25%	26%-50%	1%-25%	1%-25%
c. Regulations/hunter dealings	Count	28	71	50	5	6
	Mean	2.20	2.29	2.29	3.00	2.50
	Summary	1%-25%	1%-25%	1%-25%	26%-50%	26%-50%
d. Partners/cooperative dealings	Count	28	71	50	5	6
	Mean	2.70	2.60	2.39	2.00	2.00
	Summary	26%-50%	26%-50%	1%-25%	1%-25%	1%-25%

When asked how much time they were devoting to waterfowl management today compared to 5 years ago, respondents (as a group) characterized their time as “neither more nor less” (Table 12). When comparing rounded means across a variety of independent or classification (background) variables, there were exceptions to this general characterization. For example, respondents affiliated with state/provincial agencies indicated, on average, they were devoting “somewhat more” time to waterfowl management compared to 5 years ago, while respondents affiliated with federal agencies indicated they were devoting “neither more nor less” time than 5 years ago. Respondents with habitat or population responsibilities in the Atlantic and Central Flyways indicated they were devoting “neither more nor less” time than 5 years ago to waterfowl management, while respondents with habitat or population responsibilities in the Mississippi and Pacific Flyways indicated they were devoting “somewhat more” time to waterfowl management than 5 years ago. Respondents describing their primary responsibility as “Director/Executive Director” indicated they were spending “somewhat more” time on waterfowl management than 5 years ago (Table 12).

Table 12. “Compared to 5 years ago, how much more or less time are you devoting to waterfowl management,” by selected background variables. Means and word anchors (based on rounded means) where 1=“Much more,” 2=“Somewhat more,” 3=“Neither more nor less,” 4=“Somewhat less,” 5=“Much less.”

		Compared to 5 years ago, how much more or less time are you devoting to waterfowl management?		
		Count	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.68	Neither more nor less
	Non-Government Organization	30	2.73	Neither more nor less
	Private business	3	2.33	Somewhat more
	State/Provincial agency	74	2.45	Somewhat more
	University	4	2.75	Neither more nor less
	Total	158	2.58	Neither more nor less
How long have you been active in waterfowl management?	0-1 year	5	1.40	Much more
	2-5 years	18	1.89	Somewhat more
	6-10 years	26	2.27	Somewhat more
	11-20 years	41	2.63	Neither more nor less
	21-30 years	49	2.98	Neither more nor less
	More than 30 years	22	2.77	Neither more nor less
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?	Agency Director/Executive Director	28	2.32	Somewhat more
	Administrator/Coordinator of a program	71	2.56	Neither more nor less
	Biologist/Scientist	50	2.74	Neither more nor less
	Researcher/Academic	5	3.00	Neither more nor less
	Regulations Committee Member	6	2.33	Somewhat more
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.55	Neither more nor less
	Mississippi Flyway	32	2.34	Somewhat more
	Central Flyway	23	2.61	Neither more nor less
	Pacific Flyway	25	2.48	Somewhat more
	National/multiple Flyways	38	2.68	Neither more nor less
	Don't have habitat responsibilities	19	2.89	Neither more nor less
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.57	Neither more nor less
	Mississippi Flyway	28	2.36	Somewhat more
	Central Flyway	22	2.68	Neither more nor less
	Pacific Flyway	23	2.30	Somewhat more
	National/multiple Flyways	39	2.64	Neither more nor less
	Don't have population responsibilities	25	2.84	Neither more nor less
How important is waterfowl hunting to you?	It's my most important recreational activity	22	2.59	Neither more nor less
	It's one of my most important recreational activities	66	2.79	Neither more nor less
	It's no more important than my other recreational activities	38	2.24	Somewhat more
	It's less important than my other recreational activities	12	2.50	Neither more nor less
	It's one of my least important recreational activities	3	3.33	Neither more nor less
	I don't hunt waterfowl	19	2.42	Somewhat more

When asked to describe how knowledgeable they were about selected guiding reports and concepts related to waterfowl management, respondents indicated they were “very familiar” with “North American Waterfowl Management Plan,” “Adaptive Harvest Management,” and “2007 NAWMP Continental Progress Assessment” (Table 13). Respondents were least knowledgeable about “Coherence as a waterfowl management concept,” though on average, this level of familiarity still qualified as “somewhat knowledgeable.”

Table 13. “How knowledgeable are you about each of the following?” Ranked means and word anchors (based on rounded means) where 1=“Extremely knowledgeable,” 2=“Very knowledgeable,” 3=“Somewhat knowledgeable,” 4=“Slightly knowledgeable,” 5=“Not knowledgeable.”

	Valid N	Mean	Rank	Word anchor
a. North American Waterfowl Management Plan	161	1.89	1	Very familiar
i. Adaptive Harvest Management (AHM)	161	2.35	2	Very familiar
b. 2007 NAWMP Continental Progress Assessment Report	161	2.43	3	Very familiar
d. 2007 Joint Task Group Report	161	2.59	4	Somewhat familiar
g. "Strategic Habitat Conservation" as a management concept	161	2.64	5	Somewhat familiar
e. Yield curves, and how they relate population size and sustainable annual harvest	161	2.70	6	Somewhat familiar
h. 2005 National Duck Hunter Survey	161	2.76	7	Somewhat familiar
c. March 2005 Adaptive Harvest Management Task Force Report	160	2.78	8	Somewhat familiar
f. "Coherence" as a waterfowl management concept	161	3.15	9	Somewhat familiar

Item h: Link to National Duck Hunter Survey [www.ducksurvey.com](http://www.ducksurvey.com)

Respondents evaluated the performance of selected institutional arrangements and processes contributing to the success of waterfowl management in North America (Table 14). Performance of all items evaluated was “good,” with “Flyway system” the highest ranking performer, and “University training of waterfowl biologists” the lowest ranking.

Table 14. “Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America?” Ranked means and word anchors (based on rounded means) where 1=“Excellent,” 2=“Good,” 3=“Fair,” 4=“Poor.”

	Valid N	Mean	Rank	Word anchor
a. Flyway system	155	1.73	1	Good
f. Waterfowl monitoring (e.g., surveys, banding, etc.)	158	1.85	2	Good
c. Joint Ventures	158	1.91	3	Good
d. Collaboration between U.S. and Canada	150	2.05	4	Good
e. Adaptive Harvest Management (AHM) as a system of regulations recommendations	150	2.33	5	Good
b. University training of waterfowl biologists	149	2.37	6	Good

When asked to express the amount of change required in selected institutional arrangements and processes to achieve advances in future waterfowl management, the arrangement requiring least change was the “Flyway system” (“Needs minor change”), and the concept/process requiring most change was “‘Coherence’ as a waterfowl management concept” (“Needs moderate change”) (Table 15).

Respondents were asked to discuss their ideas on needed changes in open-ended format. These responses were extensive, and are presented unedited and *verbatim* in Appendix C.

Table 15. “To what extent will change be required in each of the following to achieve future advances in waterfowl management?” Ranked means and word anchors (based on rounded means) where 1=“Needs major change,” 2=“Needs moderate change,” 3=“Needs minor change,” 4=“Fine as is.”

	Valid N	Mean	Rank	Word anchor
g. "Coherence" as a waterfowl management concept	82	2.13	1	Needs moderate change
b. University training of waterfowl biologists	143	2.38	2	Needs moderate change
e. Adaptive Harvest Management (AHM) as a system of regulations recommendations	135	2.44	3	Needs moderate change
f. Waterfowl monitoring (e.g., surveys, banding, etc.)	152	2.61	4	Needs minor change
c. Joint Ventures	154	2.63	5	Needs minor change
d. Collaboration between U.S. and Canada	143	2.74	6	Needs minor change
a. Flyway system	149	2.93	7	Needs minor change

Respondents evaluated success in 13 areas of effort in waterfowl management (Table 16). Though no effort-area received a “high success” rating, neither did any effort-area receive a “low success” rating. Most successful—and almost qualifying for a “high success” rating based on rounded mean score—was “Understanding life history of waterfowl” (“medium success”), following by “Conservation of waterfowl habitats” (“medium success”). The two least successful effort-areas were “Management coherence among waterfowl populations, habitat, and hunter participation” (“Low success”), and “Incorporating hunter satisfaction metrics into waterfowl management goals” (“Low success”).

Table 16. “What is the degree of success you think we’ve attained with each of the following attributes of waterfowl management in North America?” Ranked means and word anchors (based on rounded means) where 1=“High success,” 2=“Medium success,” 3=“Low success,” 4=“No success.”

	Valid N	Mean	Rank	Word anchor
g. Understanding life history of waterfowl	160	1.59	1	Medium success
l. Conservation of waterfowl habitats	159	2.11	2	Medium success
i. Rallying the conservation initiative of the waterfowl hunting community (harvest-oriented users)	155	2.25	3	Medium success
f. Institutional arrangements that will support waterfowl management into the future	146	2.28	4	Medium success
h. Understanding private landowners' expectations	150	2.37	5	Medium success
c. Monitoring waterfowl hunter expectations and satisfactions	150	2.55	6	Low success
a. Simplified waterfowl regulations	152	2.58	7	Low success
m. Balancing population objectives among species	144	2.61	8	Low success
k. Clear process for setting/revising population goals	152	2.80	9	Low success
j. Rallying the conservation initiative of aesthetic-oriented wetland conservationists	156	2.81	10	Low success
b. Goals for harvest and habitat management that are complementary and consistent	154	2.81	11	Low success
e. Management coherence among waterfowl populations, habitat, and hunter participation.	135	2.88	12	Low success
d. Incorporating hunter satisfaction metrics into waterfowl management goals	146	2.89	13	Low success

Respondents were presented a series of statements about waterfowl management, and asked to indicate agreement or disagreement (Table 17). On average, respondents expressed highest agreement that, “Greater attention should be placed on monitoring and evaluation,” (“Somewhat agree”), and as a group, disagreed most with the statement, “Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands” (“Somewhat disagree”).

Table 17. “Indicate the degree to which you agree, disagree, or are neutral about, the following statements.” Means and word anchors (based on rounded means) where 1=“Strongly agree,” 2=“Somewhat agree,” 3=“Neutral,” 4=“Somewhat disagree,” 5=“Strongly disagree.” These items appeared in 3 separate questions, but are combined here because both the nature of the question and the question metric were the same, and are appropriately evaluated in 1 table.

	Valid N	Mean	Word anchor
c. Greater attention should be placed on monitoring and evaluation	160	2.01	Somewhat agree
a. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among universities	133	2.05	Somewhat agree
b. An inordinate amount of time is spent on the annual regulations setting process	152	2.13	Somewhat agree
a. Resources dedicated to waterfowl habitat conservation should be re-allocated among important waterfowl landscapes	150	2.19	Somewhat agree
d. Attention to waterfowl and wetlands protection and management has declined at the federal level	158	2.19	Somewhat agree
b. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the federal level	156	2.50	Neutral
c. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the state/province level	152	2.52	Neutral
e. Attention to waterfowl and wetlands protection and management has declined at the state/province level	157	2.54	Neutral
b. Too little attention has been placed on understanding waterfowl hunters and their satisfaction	154	2.59	Neutral
a. The waterfowl management community is well positioned to address public policy issues impacting waterfowl habitat, populations, and hunters	157	2.83	Neutral
d. Maintaining traditional distributions of ducks and geese during fall and winter is an important goal for waterfowl management	154	2.84	Neutral
c. The waterfowl management community is well positioned to fill technical and leadership positions in waterfowl and wetlands management	153	2.91	Neutral
d. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among NGOs	150	3.21	Neutral
f. Attention to waterfowl and wetlands protection and management has declined among NGOs	157	3.54	Somewhat disagree
e. Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands	157	3.95	Somewhat disagree

Respondents were presented a series of questions about their interests in waterfowl hunting. These items were slightly revised from questions appearing in the National Duck Hunter Survey 2005 (Table 18), with the word “waterfowl” substituted for the word “duck.” Perhaps most notable was the extent to which “Biologists/Scientists” equaled, and for a number of variables (importance of waterfowl hunting, ducks bagged, annual expenditures on waterfowl hunting) exceeded waterfowl/duck hunting avidity of the general population of U.S. duck hunters.



Table 18. Comparison between waterfowl management leadership community and U.S. duck hunters (NDHS05) on selected waterfowl hunting avidity variables.

		Agency Director/ Executive Director	Administrator/ Coordinator of a program	Biologist/ Scientist	Researcher/ Academic	Regulations Committee Member	NDHS05 U.S. Duck Hunters
How important is waterfowl hunting to you (as a recreational activity compared to your other recreational activities)?	My most important	7%	7%	28%	0%	17%	14%
	1 of my most important	30%	45%	40%	20%	67%	58%
	No more important than	33%	27%	16%	40%	0%	22%
	Less important	19%	6%	6%	0%	0%	5%
	1 of my least important	0%	3%	0%	20%	0%	1%
	I don't hunt waterfowl	11%	13%	10%	20%	17%	--
	Total	27	71	50	5	6	10124
When did you start hunting waterfowl?	Before 1970	39%	35%	27%	50%	20%	29%
	1970 to 1979	26%	39%	27%	25%	60%	20%
	1980 to 1988	9%	19%	24%	0%	20%	16%
	1989 to 1996	17%	6%	11%	25%	0%	16%
	1997 to 2008	9%	0%	11%	0%	0%	19% (97-04)
	Total	23	62	45	4	5	10184
What changes have you observed in the overall quality of your waterfowl hunting over the last 5 years in the state/province where you hunted most?	It has gotten much better	0%	8%	4%	0%	0%	3%
	It has gotten a little better	29%	6%	9%	0%	40%	11%
	It has stayed the same	33%	42%	47%	50%	20%	26%
	It has gotten a little worse	21%	24%	22%	25%	40%	32%
	It has gotten much worse	13%	11%	11%	0%	0%	24%
	No opinion	4%	8%	7%	25%	0%	3%
Over the last 5 years, about how many days did you usually hunt waterfowl in a year?	5 days or less	50%	40%	24%	100%	20%	16%
	6 to 10 days	38%	21%	27%	0%	0%	27%
	11 to 20 days	8%	29%	29%	0%	60%	30%
	21 to 30 days	4%	8%	13%	0%	0%	16%
	More than 30 days	0%	2%	7%	0%	20%	11%
	Total	24	62	45	4	5	10175
Over the last 5 years, about how many waterfowl did you usually harvest in a year?	5 waterfowl or less	21%	21%	18%	50%	0%	15%
	Between 6 & 10 waterfowl	17%	18%	13%	25%	20%	22%
	Between 11 & 20 waterfowl	50%	21%	16%	25%	0%	27%
	Between 21 and 50 waterfowl	13%	29%	27%	0%	60%	25%
	More than 50 waterfowl	0%	11%	27%	0%	20%	11%
	Total	24	62	45	4	5	10168
About how much do you spend on waterfowl hunting each year	\$250 or less	38%	39%	24%	67%	0%	35%
	\$251-\$1,000	50%	40%	47%	33%	40%	45%
	\$1,001-\$5,000	8%	19%	29%	0%	60%	17%
	Over \$5,000	4%	2%	0%	0%	0%	3%
	Total	24	62	45	3	5	10097

## Appendix A. Pre-Workshop Survey

# Future of Waterfowl Management Workshop

August 26-28, 2008

## A Pre-Workshop Survey

Thank you for candidly answering the following questions; your answers will remain anonymous. A summary of survey findings will be made available in early July.

Throughout the survey, the term “waterfowl management” is inclusive of habitat management, regulations, policy, research/monitoring, and human dimensions.

Will you be attending the workshop?

*I'm planning to*

*No*

Did you participate in the Waterfowl Management Workshop in 2006 (held just prior to the North American Wildlife and Natural Resources Conference in Columbus, OH)?

*Yes*

*No*

What is your *primary* employment affiliation?

*Federal agency*

*Non-Government Organization*

*Private business*

*State/Provincial agency*

*University*

Other? (please specify) \_\_\_\_\_

How long have you been active in waterfowl management?

*0-1 year*

*2-5 years*

*6-10 years*

*11-20 years*

*21-30 years*

Many of us wear many hats--but which **ONE** hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?

- More than 30 years**
- Agency Director/Executive Director**
- Administrator/Coordinator of a program**
- Biologist/Scientist**
- Researcher/Academic**
- Regulations Committee Member**

Are you currently serving on:

	Yes	No
a. Joint Venture Management Board	<input type="checkbox"/>	<input type="checkbox"/>
b. Joint Venture Staff or Technical Committee	<input type="checkbox"/>	<input type="checkbox"/>
c. Flyway Council	<input type="checkbox"/>	<input type="checkbox"/>
d. Flyway Technical Section	<input type="checkbox"/>	<input type="checkbox"/>
e. Other	<input type="checkbox"/>	<input type="checkbox"/>

What other affiliations? (please specify) \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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

- Atlantic Flyway**
- Mississippi Flyway**
- Central Flyway**
- Pacific Flyway**
- National/multiple Flyways**
- Don't have habitat responsibilities**

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

- Atlantic Flyway**
- Mississippi Flyway**
- Central Flyway**
- Pacific Flyway**
- National/multiple Flyways**

***Don't have population responsibilities***

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

- 0%***
- 1% to 25%***
- 26% to 50%***
- 51% to 75%***
- 76% to 100%***

What percent of your waterfowl management time/attention is devoted to (check one in each row):

	<b><i>0%</i></b>	<b><i>1% to 25%</i></b>	<b><i>26% to 50%</i></b>	<b><i>51% to 75%</i></b>	<b><i>76% to 100%</i></b>
a. Habitat conservation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Population management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Regulations/hunter dealings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Partners/cooperative dealings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Compared to 5 years ago, how much more or less time are you devoting to waterfowl management?

- Much more***
- Somewhat more***
- Neither more nor less***
- Somewhat less***
- Much less***

How *knowledgeable* are you about each of the following:

	<b><i>Extremely</i></b>	<b><i>Very</i></b>	<b><i>Somewhat</i></b>	<b><i>Slightly</i></b>	<b><i>Not</i></b>
a. North American Waterfowl Management Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. 2007 NAWMP Continental Progress Assessment Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

c. March 2005 Adaptive Harvest Management Task Force Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. 2007 Joint Task Group Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Yield curves, and how they relate population size and sustainable annual harvest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. "Coherence" as a waterfowl management concept	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. "Strategic Habitat Conservation" as a management concept	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. 2005 National Duck Hunter Survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Adaptive Harvest Management (AHM)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America?

	<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Don't Know</i>
a. Flyway system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. University training of waterfowl biologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Joint Ventures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Collaboration between U.S. and Canada	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Adaptive Harvest Management (AHM) as a system of regulations recommendations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Waterfowl monitoring (e.g., surveys, banding, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent will change be required in each of the following to achieve future advances in waterfowl management?

	<i>Needs major change</i>	<i>Needs moderate change</i>	<i>Needs minor change</i>	<i>Fine as is</i>	<i>Don't know</i>
a. Flyway system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. University training of waterfowl biologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Joint Ventures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Collaboration between U.S. and Canada	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

e. Adaptive Harvest Management (AHM) as a system of regulations recommendations

f. Waterfowl monitoring (e.g., surveys, banding, etc.)

g. "Coherence" as a waterfowl management concept

*For all you think require change, please indicate the letter of each item, and provide a brief statement about the nature of change needed.*

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What is the *degree of success* you think we've attained with each of the following attributes of waterfowl management in North America?

	<i>High succe ss</i>	<i>Mediu m succe ss</i>	<i>Low succe ss</i>	<i>No succe ss</i>	<i>Don't know</i>
a. Simplified waterfowl regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Goals for harvest and habitat management that are complementary and consistent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Monitoring waterfowl hunter expectations and satisfactions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Incorporating hunter satisfaction metrics into waterfowl management goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Management coherence among waterfowl populations, habitat, and hunter participation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Institutional arrangements that will support waterfowl management into the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Understanding life history of waterfowl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Understanding private landowners' expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Rallying the conservation initiative of the waterfowl hunting community (harvest-oriented users)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Rallying the conservation initiative of aesthetic-oriented wetland conservationists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



- d. Maintaining traditional distributions of ducks and geese during fall and winter is an important goal for waterfowl management**
- e. Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands**

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.

	<i>Strongly agree</i>	<i>Some what agree</i>	<i>Neutral</i>	<i>Some what disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
<b>a. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined <i>among universities</i></b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>b. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined <i>at the federal level</i></b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>c. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined <i>at the state/province level</i></b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>d. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined <i>among NGOs</i></b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How important is waterfowl hunting to you?

- It's my most important recreational activity*
- It's one of my most important recreational activities*
- It's no more important than my other recreational activities*
- It's less important than my other recreational activities*
- It's one of my least important recreational activities*
- I don't hunt waterfowl*



**When did you start hunting waterfowl?**

*Before 1970*

*1970 to 1979*

*1980 to 1988*

*1989 to 1996*

*1997 to 2008*

**What changes have you observed in the overall quality of your waterfowl hunting over the last 5 years in the state/province where you hunted most?**

*It has gotten much better*

*It has gotten a little better*

*It has stayed the same*

*It has gotten a little worse*

*It has gotten much worse*

*No opinion*

**Over the last 5 years, about how many days did you usually hunt waterfowl in a year?**

*5 days or less*

*6 to 10 days*

*11 to 20 days*

*21 to 30 days*

*More than 30 days*

**Over the last 5 years, about how many waterfowl did you usually harvest in a year?**

*5 waterfowl or less*

*Between 6 & 10 waterfowl*

*Between 11 & 20 waterfowl*

*Between 21 and 50 waterfowl*

*More than 50 waterfowl*

**About how much do you spend on waterfowl hunting each year**

*\$250 or less*

*\$251-\$1,000*

*\$1,001-\$5,000*

*Over \$5,000*

**Country:**

***Canada***

***Mexico***

***United States***

**You are:**

***Female***

***Male***

**You are:**

***24 or under***

***25-44***

***45-64***

***65 or over***

**Thank you very much!**

**Please SUBMIT your survey.**

## Appendix B. Open-ended Responses (unedited)

What is your primary employment affiliation? (other)

Other primary employment affiliation?		
Other? (please specify)	AFWA quasi-government	1
	Joint Venture	2
	Joint Venture coordinator	1

What other affiliation/service role?

Other services provided?	
AFWA Bird Conservation Committee, PIF	1
AFWA Committees associated with waterfowl management.	1
AFWA Waterfowl Working Group	1
AFWA Waterfowl Working Group Ad Hoc Waterfowl Hunter Recruitment and Retention Strategy Team	1
AHM Working GroupNSSTIAFWA Working Groups (4)	1
AHMWG	1
Bird Committee of AFWA	1
CFC Consultant	1
Currently serving on SRC as a flyway rep	1
CWS Waterfowl Committee, Coordinator	1
Flyway consultant to SRC, AHM working group	1
Flyway Subcommittee	1
former member of FWS Service Regulations Committee	1
FWS's SRC	1
HD Working Group	1
Human Dimensions Expanded Working Group, Pintail Action Group, Scaup Action Team, AHM Working Group	1
Human Dimensions Working Group of the Strategy Team	1
I am staff to a citizen's Waterfowl Advisory Committee appointed by our Board, and sometimes serve as Proxy for our Agency Director at the JV or Flyway Council.	1
I often serve as proxy for Director on the Flyway Council	1
I participate in Flyway Tech Section meetings, but am not an official representative	1
National Flyway Council SRC Consultant	1
National Science Support Team for the North American Waterfowl Management Plan	1
NAWCA Council	1
NAWM Plan Committee	1
NAWMP Committee	2
NAWMP NSST	1
NAWMP Plan Committee	3
NAWMP Plan Committee co-chair	1
NAWMP Science Support Team	3
NAWMP Science Support Team (NSST)	1
NAWMP Science Support Team Adaptive Harvest Management Working Group Joint Task Group	1
NAWMP Science Support Team Member	1
North American Bird Conservation Initiative (NABCI) Board	1

North American Waterfowl Management Plan Committee	1
North American Waterfowl Management Plan, Plan Committee and a member of the North American Bird Conservation Initiative	1
North American Wetlands Council - Canada (Board member), NABCI Canada (board member)	1
North American Wetlands Council	1
NSST	2
NSST and miscellaneous ad hoc waterfowl working groups as requested.	1
NSST, AHM Working group	1
Pintail Action Group	1
Regulations Committee	1
represent Pacific Flyway on NFC and on SRC	1
Scientific Advisory Committees to Waterfowl Research Org	1
SEAFWA Wetland Wildlife Committee NGO Habitat Committee	1
Service Regulations Committee	1
Technical advisor to the Service Regs committee	1
waterfowl workshop organizing committee	1

**Appendix C. Open-ended Responses (unedited) to, “For all you think require change, please indicate the letter of each item, and provide a brief statement about the nature of change needed.”**

**a. Flyway system**

**b. University training of waterfowl biologists**

**c. Joint Ventures**

**d. Collaboration between U.S. and Canada**

**e. Adaptive Harvest Management (AHM) as a system of regulations recommendations**

**f. Waterfowl monitoring (e.g., surveys, banding, etc.)**

**g. “Coherence” as a waterfowl management concept**

<p>--Training of waterfowl biologist was better 20 years ago than now. We have fewer professors with knowledge or interest in training day to day waterfowl managers. Most universities are training theoretical ecologists that don't know a pump from a dike. --The current revisions to the UpperMiss/Great Lakes joint venture are not understandable or realistic. We to get more down to earth. The final habitat acreage goals do not realistically consider the landscape change and human population increase coming in the future. --Collaboration between the US and Canada has been excellent in the past but recent political changes in Canada have the potential to degrade this significantly. -- By definition AHM is intended to be regularly changed - It is "Adaptive". It provides a good framework for discussion and decisions and has reduced the frequency of regulation change which is good. Our waterfowl harvest regulations are generally too conservative and are still based on the premise that small changes in bag limit or season length will impact a population. We are kidding ourselves. The reality is that rainfall (which we can't impact except through prayer) and habitat protection/management (which we can impact with our \$ and hands) will drive the waterfowl populations, not harvest regulations. -- Waterfowl monitoring - Compared to many other game species the level of breeding survey monitoring conducted for waterfowl is excellent. We need to be serious about improving our banding programs, particularly on species such as scaup/canvasback/pintail etc. which are the focus of many discussions. The USFWS needs to stop hiring computer modelers to make limited banding data produce suspect results and hire wildlife biologists to go in the field and band ducks. We could also improve our monitoring of waterfowl populations during migration and wintering. We need to be careful about placing too much value on the satellite duck data since the sample sizes are still very small. -- The goals of coherence are not clear.</p>	1
<p>(b) More focus on population and habitat management, less focus on descriptive field studies (c) Ability to translate accomplishments into continental population effects (e) Ability to incorporate habitat improvement into harvest models (g) Need greater understanding of this concept in the broader waterfowl community</p>	1
<p>(e) AHM can work but too much focus on 1 species (mallards) limits flexibility in regulatory options for other species (g) this workshop is designed to begin to address habitat and harvest goals and set direction for coherence in the overall arena of waterfowl management</p>	1
<p>a-tend to be highly resistant to change. Concentrate too much on being fearful that change will negatively impact their own individual states harvest potential. Need to refocus on providing optimum hunter opportunity when the resource is in good shape. Not enough participation at the Director level and too much reliance on doing what Technical Committees want. Not enough good leadership. d - Collaboration between US and Canada at the flyway level, at least in the Central Flyway is getting worse. The Canadian provinces do not attend our meetings like they used to thus are not part of the "management team". e-AHM is a good tool but is inflexible and highly resistant to change. Tends to be very conservative and thus restricts harvest. Time to end a link to the NAWMP goal. A habitat goal which is potentially unattainable, should not drive harvest objectives.</p>	1
<p>a - more work on population modeling c - more accountability on habitat restoration, monitoring, correlation to populations e - not sure what change, but sense that AHM is not meeting our needs for many waterfowl species; perhaps expand to other</p>	1

species? f - reduce/eliminate surveys that are not meaningful to populations, regulations	
A & C - There is not enough collaboration/dialogue between flyways and joint ventures. Funding is an issue for both, but efforts to obtain funding find themselves competing for scarce resources (e.g. monitoring). E - Very heavy to complex mathematical models where expertise is closely held to FWS employees. It would be helpful to grow State/University expertise to create greater debate and buy-in on conclusions. F. - Financial foundation is getting thinner each year and we need develop long-term funding strategy.	1
A) Revamp of a myopic focus on minuscule of harvest regulations given the relative low importance this plays with respect to populations	1
a) flyway system spends too much effort on hunt regulations, not enough on habitat, population management e)AHM has become too much of a black box to constituents, not understood. Too complex for the level of precision possible in population regulation f) banding and surveys have both suffered reduced funding because they are perceived as less important than political considerations, like meetings. Political problems are critical, and must be addressed, but we must not abandon the main measures of population state and response to pay for more meetings and travel. g) Coherence remains a vague concept without any clear steps towards achieving it. Unless it is more clearly defined and understood by all partners, it will remain vague and unachievable. All efforts to benefit waterfowl are taken one step at a time. I fear that the desire for 'coherence' is a term that really means many more meetings and coordination at the expense of surveys and banding. Many of us CANNOT attend any more meetings than we already do.	1
A) Increased technical capacity; improved understanding of theoretical basis for sustainable harvesting of biological populations B) Increased emphasis on quantitative skills and population ecology; increased emphasis on decision theory and structured decision making and in use of these concepts to deconstruct and address complicated management or research questions C) Increased technical capacity D) Common assessment frameworks and improved coordination of regulatory decision making E) Conceptual and technical developments that make adaptive protocols more robust to system change or anticipated system change; improved accounting for environmental effects on population processes F) Improvements to surveys and banding programs are ongoing and should continue reflective of changes in management programs and needs G) I think the concept of coherence espoused in the JTG report is a good framework for better uniting habitat and harvest management efforts around common goals and assessment frameworks, however much work remains to be done to implement these ideas widely	1
a) more of a direct to habitat and human dimensions issues b) better training of students to enter the work force in a role other than a biological technician c) more funding for CWS to attend flyway and other meetings e) move away from an MSY approach f) 1) banding needs assessment which shifts some of the focus from mallards to other species, and evaluates a larger spatial component to banding sample sizes. 2) Harvest Information Program needs greater participation from the states to ensure a quality sampling frame. 3) Coherence - I still struggle with how Human Dimensions Issues are going to be incorporated into habitat and harvest management.	1
a) Need LESS emphasis on regulations, better understanding of what limits hunter participation, greater investment in NAWMP. b) More schools/advisors/options and better (more critical) exposure to current management approaches. c) Greater focus on affecting vital rates and net landscape change; better monitoring of key habitat variables. d) Improved cooperation on AHM; greater funding commitments from Canada; more waterfowl management "champions" in Canada. e) Tackle problems of multiple species (stocks) AHM; improved ecological models of recruitment and survival; how to cope with system shifts; strengthen monitoring for multiple purposes. f) Maintain commitment to spring surveys; re-prioritize banding efforts (e.g., among species); seek coordinated/shared monitoring efforts for harvest and habitat management. g) Need to advance thinking about achieving technical integration (modeling, monitoring, assessment) and policy-level integration. For instance, how can we make useful "joint" decisions about population objectives considering habitat needs, harvest potential and elements of hunter satisfaction?	1
a) need to integrate habitat and population mgmt considerations in deliberations over harvest regs b) need more trained waterfowl biologists with increased emphasis on habitat mgmt c) need to adopt JTG recommendations; better regional collaboration d) each country's wildlife agency needs to be willing to acknowledge their impact on continental populations e) needs to actually be adaptive; let's perturb the system and create an actual experiment - nothing in AHM today is truly adaptive f) winter surveys need to be overhauled and funded g) move beyond lip-service and implement d)	1

<p>a) Needs to consider habitat management more comprehensively b) MORE! c) Generally need to do more to tie activities to vital rates d) Increase cooperation needed e) Needs to incorporate better models of recruitment f) More banding, more species g) Coherence? What coherence?</p>	1
<p>a, b, d, f and g: need to be adaptive to changing conditions (environmental, biological, and political) c: I don't feel they are having the impacts needed now or in the future. e:its about mallard model and pintails for the pacific flyway.</p>	1
<p>a. - more diligence to habitat issues/Jv operations c. - more orienation to waterfowl objectives d. - need to learn from other harvest alternatives g.- NAWMP population objectives should remain as is</p>	1
<p>a. Better integration between habitat managers and population managers at the flyway level. c. Same as above except at the JV level. f. Inhanced banding efforts of some species will be needed (scaup, pintail, etc)</p>	1
<p>A. Equity between flyways and better cooperation. C. Simplify and intergrate better with flyways seems very unwieldy. D. Better cooperation.</p>	1
<p>a. Flyway councils need to become less parochial and more comprehensive in their actions. Too much time is spent allocating harvest, which inherently detracts from cooperating on the issues that are more important to waterfowl populations. They need to maintain perspective about the factors that are really important to populations (i.e., it's not so much about regulations). Finally, they need to become more responsive to waterfowl management needs and opportunities. Trying to work with them and work around their semi-annual meetings often holds back progress on dealing with important waterfowl management issues. b. We need to somehow insure that universities increase their output of biologists to fill the needs of agencies and organizations with waterfowl habitat and population management responsibilities and missions. c. Some (PPJV, LMVJV) are leading the way. Others need to move more quickly along the continuum. They all need to work together better to address the international cooperation needed to address waterfowl conservation challenges. d. The 2 nations operate too independently in managing this shared resource, but addressing this challenge within two different national political systems may be a pipe dream. e. Needs to be tweaked to better reflect the current state of waterfowl/habitat science, and needs to be better communicated to both managers and the public. f. We've lost a little ground lately in monitoring. Need to insure that basic data collection continues and that resources are used to address the most important needs (e.g., eliminate the wintering waterfowl survey and use those resources to collect more useful and valid data). g. Biggest change needed is to the level of understanding among the waterfowl community of what it is and what it means. Many who are intimately invoved in waterfowl management, in cases for decades, understand that it sounds like it makes perfect sense. After all, who could be in favor of INcoherence (the implied alternative)? But, many don't really know what it means to management, to framing the important questions confronting waterfowl conservation, or to addressing the in a way that's coherent in a way that's consistent with whatever "coherence" means in the context of waterfowl management.</p>	1
<p>A. Flyway system seems too combative with too much emphasis on harvest desires, and not enough on habitat needs or other management challenges. F. Monitoring should be more universally supported, and adequately survey populations which lack good data, such as scaup.</p>	1
<p>a. More stakeholder involvement b. Need to be more competitive with their overhead c. Coalition becoming to broad d. More pressure from US on Canada to preserve Prairies and staffing at CWA e. Not enough people are educated in the modeling procedure to keep up with Flyway needs. Independent reviews needed. f. USFWS MUST revise the banding needs document....or tell us why we don't need one. More pintails and scaup need to be banded.</p>	1
<p>a. Need more wholistic approach that goes beyond regulations. b. University programs are collectively deficient in meeting this need compared w/ 15 years ago. c. Too varied among jv's to make specific comments.</p>	1
<p>a. a better understanding of non-mallard waterfowl species. b. More research on all species of waterfowl. c. Better funding for habitat projects. d. More commitment to sending personnel to face to face meeting. e. Improved understanding of regulations base on mallard estimates and their effect on other species. f. Increased surveys and banding of all waterfowl.</p>	1
<p>a. boundary modifications for some populations. b. more sensitive to change</p>	1

<p>a. Flyway System appears antiquated and not very forward looking. Need significant effort by Flyways to incorporate Joint Ventures and Habitat Conservation specialists into their Technical Committees and Flyway Councils. Flyways do not spend significant resources on applied research and monitoring, instead choose to focus solely on harvest and band related studies of limited overall use. Also, Flyways should expand their focus beyond just Mallards, much less is known about the limiting factors affecting other ducks and little is done to address those issues. c. Joint Ventures, focus needs to remain on waterfowl until a direct line of funding becomes available from other sources to address all-birds. Waterfowl conservation efforts are being diluted by JV staff spending more and more time on all-birds. New JVs need a rigorous review about whether they are really needed or not, and standards set for them to meet before blanket approval, acceptance, and funding. f. waterfowl monitoring needs a dramatic overhaul. Technology currently allows a much better understanding of waterfowl populations, migrations, and trends via GPS telemetry, stable isotope analysis, remote sensing of habitats/wetland trends. But, the Flyways, states, and FWS continue to push antiquated monitoring protocols for the sake of continuing an effort that has been done for decades. Dollars are being spent poorly, and the data is biased due to shifting patterns of migration compared to survey areas, biased due to the handful of locations where birds are banded and the handful of locations where birds are shot by hunters. The human influenced bias associated with these surveys gives them little use in some areas with low hunter populations but high bird use. Let the birds tell us what the trends and habitat needs/use are (GPS, Isotopes, etc.) We as a research and monitoring community need to step back and look at the big picture a formulate a new monitoring plan incorporating the best of the old and establish ways to beginning wider use of the best of the new technologies/methods.</p>	<p>1</p>
<p>A. Flyway system needs a greater commitment from administrators to attend meetings and to do homework ahead of time. Council and Technical Section need to first address waterfowl management from the broad perspective, then represent their state and their hunters. Recently the states have been too parochial and too concerned with hunter desires, without considering the biology first. d. Collaboration between the U.S. and Canada has deteriorated and is currently at a low level, both from a federal and state/provincial perspective. CWS is hamstrung with new administration in Canada.</p>	<p>1</p>
<p>A. Flyway system needs to be more transparent in that the public completely understands the concept, the responsibilities, the process and the success or failure. B. Biologists need to have the ability to explain what, how, and why they do what they do and what the outcomes should be. C. It appears that joint ventures may not be sharing information like they should (Silos if you will)thus in some cases we may be having to reinvent the wheel. E. Thes system should allow for more gradual change instead of major changes all at once.</p>	<p>1</p>
<p>a. flyways need to regularly incorporate rigorous human dimension aspect &amp; need to find/develop niche wrt habitat role e. AHM needs to be transparent enough that most biologists can easily explore its performance under various simulated scenarios. f. coherence doesn't exist, but it needs to.</p>	<p>1</p>
<p>a. Flyways should shift more focus to the habitat conservation side of waterfowl mgmt. b. Universities should include more emphasis on landscape level modeling and strategic habitat conservation. c. Joint Ventures need to be more accountable for using the concepts of Strategic Habitat Conservation. d. Canadian Wildlife Service needs to strengthen it's support for waterfowl surveys and research in the Prairie Pothole Region, and promote waterfowl hunting. e. AHM has provided certain results that are useful for waterfowl harvest management. AHM has failed to shed much light on the question of additive vs compensatory mortality and suffers from the same weakness that has plagued previous attempts to resolve this issue (using annual indices of survival and failure to identify mechanisms for density dependence). Also the assumption that productivity is negatively density dependent is supported only by theory and not by scientific evidence. f. Waterfowl management is in critical need of productivity metrics that are linked to landscape level habitat characteristics. "Coherence" cannot be achieved without a better understanding of how vital rates are associated with landscapes.</p>	<p>1</p>
<p>a. harvest has too little effect relative to habitat change and climate to warrant major investment in the size of the bureaucracy d. Canada needs to fully participate in next generation of AHM made coherent with NAWMP e. needs expanded model set and analysis in which harvest, habitat and climate compete for data on population fluctuations, and not necessarily dependent on expensive data on vital rates f. expanded geogrp hic coverage of breeding and wintering counts with resources redirected from vital rate data collection for species for which it will never be adequate for detailed modelling efforts anyway g. needs to be embraced</p>	<p>1</p>
<p>a. improve integration across flyways, or at least between adjacent flyways, b. more focus on native habitat community-population linkages particularly for declining species, c. must continue to work to clearly report on how they are achieving goals, d. waterfowl management discussions must include Canadian participation (e.g. flyway meetings should be accessible by conference call, provincial agencies should continue to be encouraged to participate), e &amp; f. monitoring and AHM have worked well but they require considerable investment and yet there are uncertainties; agencies will continue to be asked to do more with less, we may need to explore less costly models for management</p>	<p>1</p>



<p>a. More focus on policy and habitat, less on regulations. b. Few universities offer the waterfowl specialty. c. Increase coordination and coherence with population side. d. Increased national government support of waterfowl management. e. Who is driving the ship and where is it going? f. More money. g. Is coherence only possible through the use of yield curves?</p>	1
<p>a. more reliance on hunter satisfaction b. more human dimensions training c. a larger role in migratory bird management d. more representation by Canadian Officials e. fine tune f. develop better remote sensing capabilities and less flying time survey work. g. more coordination between the big three</p>	1
<p>a. Must reduce time spent on annual regulations and focus more on habitat and human dimensions issues b. Universities across the nation have de-emphasized work on waterfowl and wetlands, thus reducing the number of trained biologists available to lead us into the future of waterfowl management. c. JV's operate too autonomously without the needed guidance and leadership from the FWS. JV's should be able to determine their priorities and directions to some extent but it should be under a common umbrella if coherence is to be achieved. d. US/Canadian collaboration in a more formal and inclusive way will be required to achieve coherence in managing the shared waterfowl resources. e. An inordinant amount of time and money is spent each year on the annual regulations cycle. Regulations could be established under AHM on 3-5 year intervals. f. Monitoring programs have been the core of success in waterfowl management. These programs require constant "tweaking" to ensure we apply what we have learned. g. Waterfowl management has been fragmented over the years with some working on population biology (including regulations), others dealing with habitat and few worried about the hunting public or other users. Furure success will depend on coherence.</p>	1
<p>a. Need better communication and cooperation among flyways and between flyways and FWS. b. Need training in quantitative skills. d. Need increased collaboration between US and Canada in surveys and scientific research. f. Need better surveys, habitat monitoring. g. Need greater coherence and understanding between JVs and flyways.</p>	1
<p>a. Need more focus on habitat. b. Current system produces far too few qualified people in waterfowl and wetlands management and ecology. c. Must refocus on waterfowl and wetlands. Have drifted too far away from a core enterprise and trying to be all things to all people. d. Too much of this is ceremony and Canada in particular pays only lip service to waterfowl needs. e. AHM is a brilliant concept, but it should not be so dependent on short-term habitat conditions. It must move to a better scientific basis that focuses on the populations. f. Mostly very good, but needs to have a stronger science base and move away from ill-trained counters to better remote monitoring using the latest science and tools.</p>	1
<p>A. Need to better accomodate north-south differences within Flyways. B. Need to have more human dimensions and policy training. C. Need to integrate hunter recruitment and retention into their habitat efforts. D. Should include more than just counting birds and setting regs -- what similarities and differences exist with respect to waterfowl hunters and other possible financial and political supporters of waterfowl management? E. Should focus less on predicting harvest, and more on helping to identify and examine assumptions about the connections (or not) between harvest and hunting and hunters. G. The work to achieve coherence is great because coherence currently does not exist; still don't exclude the nonhunting public as necessary supporters of wetlands conservation.</p>	1
<p>A. Need to better integrate management of populations, habitats, and people (emphasis now on populations). B. We are losing universities with positions specializing in waterfowl/wetland management. Improve collaboration between universities and management agencies relative to training needs of new biologists and established biologists. C. There is a need to better integrate human dimensions information into policy decisions about which species are emphasized (e.g., focal species),particlarly relative to "all bird" management. The concepts of population and habitat "deficits" for hunted species should be replaced by more realistic models of population-habitat dynamics (e.g., logistic growth). d. There is a disconnect between US and Canadian regulation setting processes. Look for opportunities to develop more international harvest strategies. e. Same as "a" above. Also there is need to account for "system change" in AHM models. f. Complete a Banding Needs assesment and include needs for arctic-, subarctic-, and temperate-nesting populations of geese. Direct limited resources for monitoring and research to species for which the information needs are greatest. g. The emphasis has been on integrating populations and habitats. Human dimensions needs to be given greater attention.</p>	1

<p>a. needs to be less focused on regs to engage habitat partners b. now teaching how to do research, not management c. needs to act more strategically, less opportunistically; need to be more explicit about biological foundations and key uncertainties d. have lost much of the collaboration - Canada provincial reps don't even attend Flyway meetings in many instances e. needs to get away from the 'species/stock specific' approach, and look at guilds to simplify regulatory alternatives f. needs to be updated. Little guidance on banding given new info (increased reporting rates from toll-free/internet bands) g. currently not being done.</p>	1
<p>a. The flyway system of doing business is an out of date and broken system that has reduce waterfowl biologist to spend 3 weeks of the year locked in some dark room arguing about how many ducks can be shot instead of collectively looking at large landscapes and how best to improve them for waterfowl habitat. Habitat is the key and should be where biologist of all kinds focus the majority of their attention. Regulations should take less time and are a minor component of waterfowl biologist duties. Link the JV's and Flyways better. or better yet rethink or destroy the Flyways.</p>	1
<p>a. Too much time spent in MS Flyway meeting and discussing too many subjects that are not very important. b. We need to recruit more students to waterfowl. We have difficulty finding waterfowl biologists to fill our vacant positions. e. Not so much of a change, but somehow we need to refine this so we don't inflate hunter expectations. Liberal seasons lead some hunters to have higher than reasonable expectations for harvest</p>	1
<p>a. Will be losing institutional memory as folks retire. b. Many students do not have enough field training which will be esp. critical with loss of potential mentors due to impending retirements of so many. c. Need to develop system for funding to support much needed research, monitoring and evaluation of program effectiveness. d. Need to more effectively impact ag programs on both sides of the border. e. Success depends upon accuracy of models which currently have many weaknesses. f. Banding and surveys need to broaden beyond Midcontinent mallard focus.</p>	1
<p>A...Flyways need to work together more at all levels..They need to incorporate JVs into their involvement as partners and vice-versa....Service needs to get their technical staff more involved as partners in projects that impact the flyways and help level the playing field. b. Colleges need to tech their students how the Flyway and JVs function to deliver conservation better....Teach partnership in conservation and how that works....Bring students to flyway meetings and Jv meetings to let them see how they function, maybe start a guest lecture series in appropriate classes, as well as provide interships to work with flyway and JV staff as well as the Service staff....The inter program should last a year after the junior or senior year and require that students work with at least two of the three groups mentioned. Joint Ventures have greater responsibility to more species and need to develop approaches that demonstrate how practices on the landscape benefit or hurt various resources....They need to become more accountable to adding and subtracting habitat across JVs that have been impacted positively or negatively....They need to seek a clear link to both the population and habitat committees of the Flyway. d. Canada seems to be dropping out of its responsibilities to treaty matters and State Department needs to become more engaged....Maybe DU Canada needs to pressure the government to participate.....Canada needs a better hunter participation model. f. Monitoring needs to improve for species that can't handle heavy hunting pressure to target their needs better. g. Regs need to be simple and in place for two to three years unchanged to allow hunters to gain an awareness of them.</p>	1
<p>a.flyways have become too political; b. JVs are too interested in maintaining partnerships rather than protecting habitats.</p>	1

<p>a/b/c/d only minor changes needed e. AHM is a good theoretical basis for management and is logically compelling but it has not been well applied (eg: harvest alternatives where differences cannot, with available data, be distinguished from each other??) AHM is data hungry making evaluation - except in rare cases - difficult</p>	1
<p>A: Flyway Council membership has changed and often includes persons with little waterfowl background/experience, or waterfowl are no longer one of their primary responsibilities. B: Less and less focus on the hook and bullet education. More and more graduates are trained in things like landscape ecology with less and less focus on species (waterfowl, upland birds, etc.) or species-specific habitat management. C: I still feel that adopting the all-bird approach for most JVs was not the direction that they needed to go. Time will tell. D: Seems like less importance is placed on waterfowl mgmt. in Canada due to budgets, etc. E: The AHM system for mallards is fine. How other species are incorporated is to be determined. We do not need species-specific AHM for every duck/goose species but that's the direction we're heading. G: Coherence would have been acceptable in 1995. I fail to see the need/motivation to adopt it now. It's unlikely to result in any changes/additional habitat on the ground. It will result in somewhat more restrictive hunting regulations to achieve "coherence". But this won't result in any more ducks. We've learned enough with over a decade of stable regulations for mallards that we don't need to tinker.</p>	1
<p>A: needs streamlining (it is substantively excellent but procedurally burdensome); B: excellent concept but spotty implementation or emphasis. Outstanding forum for landscape collaboration -- needs emphasis.</p>	1
<p>A: Needs to focus more on the whole system not just the harvest side. B: More biologists with training in SHC and with broader backgrounds. Include multidisciplinary training. C: JVs are not all duck anymore. Need to learn to meld program to satisfy multiple constituencies and support all birds as the resources and habitat will still benefit ducks in the long run. JVs need to be tied to NAWCA funding. Funding should move in parallel for 1234 and NAWCA. D: More US support for CA and CA needs to step up and provide some stability in their agency and commitment to monitoring. E: AHM needs to integrate habitat and climate into their models. This may create a link to the JTG suggestions F: Surveys need to be expanded to account for all life cycle resource uses and limitations and the spatio-temporal variations in habitat dependence or use. G: The coherence model needs to be more concrete in how the linkage will be created. This should be a part of (F) above.</p>	1
<p>b - more practical coursework d - Canada appears to be de-emphasizing Treaty obligations e - States will not decide what their management objectives are and thus are a moving target f - need more money, review of banding program needed g - many people have no clue what it is or what it means - need to be educated more in practical terms..not theoretical examples.</p>	1
<p>b)--need more university trained graduates in waterfowl/wetland management; c)jv's need to retain their focus on waterfowl and wetlands conservation while broadening their scope to include all migratory birds; d)Canada needs to take a more active role in waterfowl management both within Canada and internationally;</p>	1
<p>b) stronger training in techniques of population management, role of models, etc. c) all Joint Ventures need to explicitly link actions to population response e) needs stronger links with habitat and, as a result, identification of mechanisms driving density dependence f) revised banding priorities to address key information needs for certain species (e.g., pintail, scaup) - and review of efficiency of survey programs</p>	1
<p>b) students require more training in decision analysis and other quantitative methods; c) JV's should re-focus objectives in terms of population processes; e) AHM may need to revise model sets in response to system change f) monitoring programs will have to adapt in response to system change;</p>	1
<p>b)university programs are too general e)AHM should adapt sooner if population levels are well above flyway mgmt objectives</p>	1

b. Improved quantitative abilities c. A more rigorous and quantifiable assessment framework is needed d. Improvement in commitment to operational survey programs is desirable e. Resolution of several policy issues is needed, a framework for dealing with changing values of "K" would be helpful f. Continued expansion and improvement of operational survey and monitoring programs is needed. i.e. pintail and scaup banding, sea duck population monitoring, subsistence harvest surveys, etc.	1
b. increased emphasis on land management and population dynamics e. reduce need for species-specific special regulations through refinement of trigger population estimates f. better wintering surveys	1
b. Need more graduates who understand the applied aspect of the science. c. JV concept relative to habitat, population and to some extent harvest management could use clarification (relationship with Flyways, etc.) e. Need to resolve the pros and cons of linking North American plan habitat objectives to AHM.	1
b. Need more students who hunt and understand hunting and regulations impacts on hunters e. Need more coordination between species management and more consistency between flyways on regulations.	1
b. quantitative skills g. a deeper understanding of the need to unify harvest and habitat mgmt; institutional mechanisms to facilitate coherence; technical advances	1
b. University training needs to offer more specific waterfowl-management related coursework and field opportunities. c. Coherence of management activities among population, habitat, and human-dimension disciplines is necessary to move waterfowl management forward in an effective way for the future. It is long overdue and will help forge a cohesive force among managers who need to work more effectively together in the future to counter an increasing set of obstacles and challenges to the waterfowl management community.	1
B. Very few professors and Universities for that matter have waterfowl as a priority. Few good students being produced. c. JV's need to better prioritize activities and account for measurable results in waterfowl population vital rates as a result of habitat actions on the ground. D. Canada has disengaged in some areas of waterfowl population management, notably AHM E. AHM needs to better account for habitat changes F. Banding programs need to better account for potential biases in hunter activity and band hunting G. See JTG report!	1
b. We need to ensure that waterfowl ecology and management remains a fixture in the curriculum and research interests of university faculty across North America. f. We need to expand banding programs on species whose population trends are of concern and have been poorly targeted by banding operations in the past. g. I don't think "coherence" as a concept in waterfowl management has yet been well established.	1
b. biologists need to leave school with strong knowledge of GIS and spatial modeling c. a number of joint ventures do not focus on waterfowl and those that do are being pulled in "all bird" directions. the goals of the NAWMP are still not reached, yet the funding that used to go to waterfowl, now are used for other birds. e. focusing on mid-cont mallards to set regs for all ducks is problematic. f. the level of surveys and monitoring need to get back to levels from years past and also increase in scope and scale.	1
b. Fewer waterfowl biologist are coming from universities. It is difficult to recruit, succession planning is a growing problem. c. JV's are becoming diluted by "All bird" approach. The boards are do not direct activities more of a partner sharing news event. Relationship with Tech Teams and NSST unclear. d. Need better coordination of programs. Canadian Feds continue to decline in involvement both staff and dollars. f. Need consistent monitoring outside traditional areas, coordination of banding sites and needs.	1
b. Graduates need more knowledge of flyway system, population survey design, and banding analyses. c. Joint Ventures need consistent representation on Flyway Habitat Committees. d. Improve communication lines between CA & U.S. e. Fine tune regulations packages. f. Acknowledgement of limitations of surveys and incorporate precision, or lack there of, into decision making. g. This is a concept that needs to be explicitly described so that average waterfowl hunters can understand it. It is unclear what it means right now. Some hunters are uncomfortable trying to mesh NAWMP goals with regulations as they believe this will lead to further constraints on their recreational opportunities.	1
b. less focus on conservation biology and greater emphasis/broadening of study in the techniques discipline c. melding with the harvest folks to achieve better success with population management; also need to implement other/all the recommendations from the Continental Assessment; and finally, build more accountability in JV performance.	1

<p>b. more background with public relations d. Improved ommusincation, US and Canada seem disjunct sometimes appearing to move in oppisite directions (ie black ducks). e. Continued education, many still d o not know what AHM is.</p>	1
<p>b. more emphasis on NAWMP and Adaptive Resources Management c. better self-evaluation methods, more explicit goals e. current system doesn't accommodate multi-species management well, also lacks consensus-based objective f. always room for improvement g. there has always been some coherence - just need to formalize it</p>	1
<p>b. more focus on field management and research c. joint ventures are fine as organizing elements for developing approachest to and oriorities for habitat conservation, but have failed to effectively address habitat issues. Funding model is broken. d. shrinking Canada investments in research and monitoring will challenge cooperative approach</p>	1
<p>b. More universities need to provide greater emphasis on waterfowl management/biology as a means for benefitting both waterfowl and othe species. We have a few really good duck schools but duck is a 4-letter word at other universities. c. NAWMP and the JVs need to be more holistic in thei thinking, allocating eources to where they can do the most good rather than slicing the pie into many "equal" pieces for the sake of harmony. d. The current lack of support for CWS programs by the Canadien gov't is extremely scary. Somehow those cooperative programs need to continue and be strengthened. I also thing we need better collaboration and coordination between JVs working on opposite sides of the same border (e.g. PPJV and PHJV). e. principles of AHM are good but there needs to be more flexibility and openness in terms of considering alternative models of system response. the scaup proposal is an example of a disconnect between modelers and actual duckheads. f. we need a duck productivity survey for the breeding grounds. we also need to do a better job targeting our banding efforts toawrd species like scaup and pintail. Although not listed, we need the NGOs like DU and Delta on the same train rather than heading in opposite directions.</p>	1
<p>b. Not enough waterfowl biologists in the system c. Incorporate science more completely d. Different priorities need to be rectified e. Additional funds needed for model development f. Additional funds needed for regional surveys and banding g. May be OK for limited linkage</p>	1
<p>b. Students need to be shown the interactions between habitat , harvest, and populations. c. Joint Ventures need to incorporate harvest strategies and goals into their planning along with habitat and population goals. e. AHM strategies need to include NAWMP goals f. Waterfowl population monitoring seems to be pretty good, but habitat monitoring and tracking needs to be improved. g. Some practicing biologists may need a refresher course on yield curves and population dynamics to see the links between harvest strategies and habitat goals.</p>	1
<p>b. The University we work with has a small faculty for wildlife management. Hoever, the faculty is very attuned to waterfowl management issues and as such is in a position to influence graduates in waterfowl management. But it is my genreal impression that on the whole, waterfowl managers are often trained from the general ranks rather than exclusively devoted. e. some factors of AHM result in regulatory restrictions that are not demonstrating any appreciable benefit to the species. g. I aam not convinced by the 2005 hunter survey that the respondents truly recognize the connection between management and regulations. Armed with a better understanding of regualtory vagaries and their affect oh harvest and hunter participation, the veteran hunters might not have been so decisive in supporting concepts that managers fear are affecting retention and recruitment.</p>	1
<p>b. Univ. are loosing professors with waterfowl expertise and waterfowl biology/management programs are going away (see Kaminski pub). We are having increasing difficulty finding graduates that want to WORK in the waterfowl field. Students have lack of experience and knowledge about waterfowl hunting. Universities tending not to teach MANAGEMENT. f. Need duck production survey. Need better annual assessment of recruitment. Need better annual assessment of breeding ground habitats and relationship to duck production. Need more and better banding data - especially for scaup. Major problems having BBL as a separate agency from FWS. d. Concerns about Canada and provinces participating in future survey and banding work. Lack of involvement by provinces in Migratory Game Bird Management. c. Need to demphasize all bird efforts in JV's and put them to work doing what the North American plan was intended to do. Do not need wall to wall joint ventures. Some JV's should be eliminated. Need to put additional emphasis on habitats in the production areas. Farm Bill changes and bio-fuels production will soon have us back to US duck production levels as occurred in the early 1980's - despite the improvements made by JV activities - that despite the huge investments have only impacted and very small part of the landscape - in a 'permanent' way.</p>	1

B. Waterfowl biology students need more human dimensions training	1
b: waterfowl biologists need to learn through universities more about partnership-based habitat conservation c: JVs need to not lose sight of NAWMP in this era of all-bird conservation	1
C) Improved targeting, delivery, evaluation, assessment of biological outcomes of habitat programming. D) Improved coordination/prioritization of continental efforts to geographic locations resulting in greatest waterfowl benefits. E/G) Integration of AHM and habitat objectives.	1
c) Move to all birds d) better understanding of the two political and administrative systems difference e) AHM need to adapt to limited resource context f) Need to be better managed for effectiveness and efficiency: incl more investment in R&D g) Move to all all bird context where waterfowl is only one component	1
c. Habitat objectives and progress reporting will have to be tied to NAWCA population goals.	1
c. There is a need for additional federal funding for habitat joint ventures, especially those involved in conservation and management efforts with a primary focus outside the waterfowl community (e.g., Appalachian Mountains Joint Venture). c. There is a need to seek more active participation by our Canadian partners in Flyway Council activities. f. There is a need to explore more cost-effective waterfowl monitoring approaches, so as to increase efficiencies and reduce costs.	1
c. Focus has been diluted; need more objective measures of success and greater tie to Flyway system to focus habitat efforts in a manner consistent with flyway issues e. Needs expansion to address multiple stocks of ducks to minimize or eliminate individual harvest strategies f. need enhancements to provide more information for stocks on other than mid-continent mallards	1
c. Joint Ventures - probably need better integration between population and habitat JVs. Population JVs could use more funding d. Collaboration - sometimes politics seems to interfere with sound management decisions - needs to change f. waterfowl monitoring needs more and stable resources. For example, sea ducks are poorly monitored yet are harvested more and more and may face other emerging threats. Cost of fuel/aircraft increasing - funding needs to keep pace.	1
c. Joint Ventures are losing waterfowl focus with "All-bird" conservation. There also needs to be better coordination among Joint Ventures in setting habitat goals. d. Canadian presence at Flyway meetings is sparse, especially during the summer meeting that focuses on regulations which for species like Black Ducks and White-fronted geese requires better cooperation. e. We have continually recommended a 1-step limitation to regulation changes. Without that limitation, the number of packages needs to be reduced to reflect what we are learning and how the measurable affects of harvest regulations are borne out in the modeling matrix (ie. the disappearance of the moderate package). f. We are pushing our monitoring data WAY, WAY too far with the MSY-curve models. More and better banding data for many species are required if we are to confidently use this modeling technique. For heaven's sake, we are being pushed to use MSY modeling results to manage harvest of lesser scaup, the species for which the breeding survey may be least applicable and we have limited banding data. g. I have yet to be convinced of the need for "coherence". In fact, at a recent Flyway meeting, a USFWS leader suggested that using MSY-curves and managing for a harvest rate actually leads to harvest managers not caring about population goals because that will be taken care of with habitat work. That is opposite of the reasons for which "coherence" is supposedly needed and is driving this conversion to MSY-curve harvest management. Right now, I suspect the argument for "coherence" is an issue developed to support some pre-conceived actions.	1
c. Joint ventures could use more funding for more staffing as we are asked to address all bird conservation. Also as science and monitoring needs increase JVs need increase funding. f. waterfowl monitoring on wintering grounds could use significantly more funding. In the SF Bay Area such monitoring consists primarily of single mid-winter fly-overs.	1
C. needs better linkage between habitat conditions and population response D. needs better coordination and support of waterfowl mgmt goals E. Needs improved goal/objective setting and expansion beyond a few species F. needs increased resources and more focus on key uncertainties inherent in management decisions G. Needs to be understood, accepted, and supported by all segments of the waterfowl community	1
c. not enough emphasis on dealing with the problems of goose depredation of agricultural lands that are critically important for goose wintering in the Pacific Flyway. d. need to ensure that CWS is adequately funded to play their part in waterfowl management. f. current funding is inadequate.	1

d. Canadian prairie potholes, like in the US, are at risk, need a more proactive approach to sustaining these lands. e. AHM is very complex, models while good don't always deal well with change and aren't designed to be flexible. need to reassess AHM with NAWMP goals and objectives. f. funding at risk at same time habitats are at risk. states can't continue to pick up the cost for running federal programs. without the monitoring no justification for seasons, etc. don't want everything to unwind.	1
d. I think the working relationship needs improvement so that we are working from the same conceptual approach. f. I think we need more surveys and banding so that our data sets improve especially on species for which the mallard isn't a good surrogate.	1
d. for most species regulations are not consistent, and the regs processes are out of sync -hard to explain to people why that is. e. needs to be explained better that AHM is simply a structured decision making process that uses available data, but also need to understand its limitations. f. surveys and banding can always be improved to provide better data for species and areas of concern g. coherence needs to be considered - it has not been to date.	1
d. increased priority for Canada c. increased funding for support activities f. rationalize frequency and intensity	1
e and f. - AHM is a worthwhile concept, however, I think current modeling efforts related to AHM consume too many resources that could be better invested in additional banding and surveys which would give us improved parameters to stick in the daggone AHM models!	1
e. Its not as much AHM as all the current modelling and harvest strategies we deal with. When is going to end. We really only do AHM for mallards.	1
e. Feel that although many understand this conceptually there is still a poor understanding and trust. need more education and 'faith' that it will work. f. May need to adjust and or fine tune as Western mallard Model is used etc.	1
e.application difficult to setting harvest regulations for multiple stocks g. mid- winter inventory of very little value, tremendous effort required to get good banding data redirection of effort using gps transmitters could produce much better information on a real time basis	1
F - I believe survey and monitoring efforts will need to be expanded to achieve future advances in waterfowl management.	1
f. increase in boreal banding sites and transects	1
f. more and different type of data are always helpful	1
f: Primarily, boreal duck banding (scaup spp. particularly) needs far more attention than it gets. I think most of the banding and monitoring is in pretty good shape, but sacup banding needs work. I also think that we still place too much stock in the midwinter survey data, and I am not at all confident that they tell us that much, given how much they vary from year to year.	1
First, don't forget Mexico, we need better collaboration with that country. Joint Ventures need to be better linked to the flyway managemnet operations. They are not communicating adequately and planning would be better for both systems if there was collaboration.	1
Flyway system needs better interaction with habitat folks. Training of waterfowl biologists needs to look at bigger picture continental-scale questions. Joint Venture boundaries need to be snapped to BCR boundaries and species JVs eliminated. MWI is a mess and needs an overhaul and standardized protocol. Coherence needs to identify mechanisms for achievement.	1
For a, b, c, e, f- as more information and technology becomes available there is always "tweaking" That can be done.	1
For NAWMP population abundance objectives to be truly relevant, they must be established and used within a framework that influences harvest management decisions beyond a maximum yield and a devaluation of harvest.	1
Some habitat joint ventures do not seem to aggressively protect critical habitat. They are laden with high paid personnel. Much of the work seems to be a numbers game instead of really conserving habitat.	1
University training: My comments are based on my experience which is 10-15 years old, so perhaps some changes have occurred. My experience was that the focus in wildlife graduate programs was heavily geared towards experimental design,	1

hypothesis testing, and statistical analysis. What is/was missing is a focus on problem solving and working collaboratively. My career has been focused heavily on the latter, and very little on the former. As a result, schools were doing an excellent job of training wildlife researchers, but a poor job of developing skills necessary for non-research disciplines. Joint Ventures: For many Joint Ventures, strengthening the science is an area in need of improvement. Locating sufficient funding for science is a chronic problem, however. There needs to be some serious discussion at high levels within the NAWMP community on ways to acquire/dedicate/allocate funding for science. Collaboration between US/Canada: Not needed much here other than to work together to fund and sustain our long term monitoring/survey/banding operations. Waterfowl Monitoring: Same as above. "Coherence": This troubles me. The flyway system and the NAWMP are in my opinion the two most successful programs in the history of wildlife management. At first glance, the concept of coherence between harvest and habitat management seems like a worthy goal. However, the "coherence" paper takes a Chicken Little view that I just don't buy. I am not convinced we need to overhaul the system we have. Furthermore, I am really curious where the "push" for this is coming from...a handful of folks in the USFWS? From what I can tell the flyway and NAWMP communities are fairly comfortable with the processes in place.



## Appendix D. Supporting Tables: Basic Frequencies (see questionnaire (Appendix A) for exact question wording).

### Will you be attending the workshop?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I'm planning to	155	95.7	96.9	96.9
	No	5	3.1	3.1	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

### Did you participate in the Waterfowl Management Workshop ...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	43	26.5	27.2	27.2
	No	115	71.0	72.8	100.0
	Total	158	97.5	100.0	
Missing	System	4	2.5		
Total		162	100.0		

### What is your primary employment affiliation?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Federal agency	47	29.0	29.7	29.7
	Non-Government Organization	30	18.5	19.0	48.7
	Private business	3	1.9	1.9	50.6
	State/Provincial agency	74	45.7	46.8	97.5
	University	4	2.5	2.5	100.0
	Total	158	97.5	100.0	
Missing	System	4	2.5		
Total		162	100.0		

**How long have you been active in waterfowl management?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-1 year	5	3.1	3.1	3.1
	2-5 years	18	11.1	11.2	14.3
	6-10 years	26	16.0	16.1	30.4
	11-20 years	41	25.3	25.5	55.9
	21-30 years	49	30.2	30.4	86.3
	More than 30 years	22	13.6	13.7	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**Many of us wear many hats--but which ONE hat do you most ...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agency Director/Executive Director	28	17.3	17.5	17.5
	Administrator/Coordinator of a program	71	43.8	44.4	61.9
	Biologist/Scientist	50	30.9	31.3	93.1
	Researcher/Academic	5	3.1	3.1	96.3
	Regulations Committee Member	6	3.7	3.8	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

**a. Joint Venture Management Board**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	44	27.2	33.1	33.1
	No	89	54.9	66.9	100.0
	Total	133	82.1	100.0	
Missing	System	29	17.9		
Total		162	100.0		

**b. Joint Venture Staff or Technical Committee**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	63	38.9	46.7	46.7
	No	72	44.4	53.3	100.0
	Total	135	83.3	100.0	
Missing	System	27	16.7		
Total		162	100.0		

**c. Flyway Council**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	31	19.1	25.6	25.6
	No	90	55.6	74.4	100.0
	Total	121	74.7	100.0	
Missing	System	41	25.3		
Total		162	100.0		

**d. Flyway Technical Section**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	43	26.5	34.7	34.7
	No	81	50.0	65.3	100.0
	Total	124	76.5	100.0	
Missing	System	38	23.5		
Total		162	100.0		

**e. Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	37	22.8	54.4	54.4
	No	31	19.1	45.6	100.0
	Total	68	42.0	100.0	
Missing	System	94	58.0		
Total		162	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Atlantic Flyway	22	13.6	13.8	13.8
	Mississippi Flyway	32	19.8	20.1	34.0
	Central Flyway	23	14.2	14.5	48.4
	Pacific Flyway	25	15.4	15.7	64.2
	National/multiple Flyways	38	23.5	23.9	88.1
	Don't have habitat responsibilities	19	11.7	11.9	100.0
	Total	159	98.1	100.0	
Missing	System	3	1.9		
Total		162	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Atlantic Flyway	21	13.0	13.3	13.3
	Mississippi Flyway	28	17.3	17.7	31.0
	Central Flyway	22	13.6	13.9	44.9
	Pacific Flyway	23	14.2	14.6	59.5
	National/multiple Flyways	39	24.1	24.7	84.2
	Don't have population responsibilities	25	15.4	15.8	100.0
	Total	158	97.5	100.0	
Missing	System	4	2.5		
Total		162	100.0		

**On average, about what percent of your duty time do you u...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0%	1	.6	.6	.6
	1% to 25%	68	42.0	42.2	42.9
	26% to 50%	21	13.0	13.0	55.9
	51% to 75%	21	13.0	13.0	68.9
	76% to 100%	50	30.9	31.1	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**a. Habitat conservation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0%	12	7.4	7.6	7.6
	1% to 25%	77	47.5	48.7	56.3
	26% to 50%	38	23.5	24.1	80.4
	51% to 75%	20	12.3	12.7	93.0
	76% to 100%	11	6.8	7.0	100.0
	Total	158	97.5	100.0	
Missing	System	4	2.5		
Total		162	100.0		

**b. Population management**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0%	28	17.3	18.9	18.9
	1% to 25%	75	46.3	50.7	69.6
	26% to 50%	36	22.2	24.3	93.9
	51% to 75%	6	3.7	4.1	98.0
	76% to 100%	3	1.9	2.0	100.0
	Total	148	91.4	100.0	
Missing	System	14	8.6		
Total		162	100.0		

**c. Regulations/hunter dealings**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0%	30	18.5	20.8	20.8
	1% to 25%	61	37.7	42.4	63.2
	26% to 50%	37	22.8	25.7	88.9
	51% to 75%	12	7.4	8.3	97.2
	76% to 100%	4	2.5	2.8	100.0
	Total	144	88.9	100.0	
Missing	System	18	11.1		
Total		162	100.0		

**d. Partners/cooperative dealings**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0%	4	2.5	2.6	2.6
	1% to 25%	87	53.7	56.5	59.1
	26% to 50%	44	27.2	28.6	87.7
	51% to 75%	18	11.1	11.7	99.4
	76% to 100%	1	.6	.6	100.0
	Total	154	95.1	100.0	
Missing	System	8	4.9		
Total		162	100.0		

**Compared to 5 years ago, how much more or less time are y...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Much more	32	19.8	19.9	19.9
	Somewhat more	31	19.1	19.3	39.1
	Neither more nor less	75	46.3	46.6	85.7
	Somewhat less	19	11.7	11.8	97.5
	Much less	4	2.5	2.5	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**a. North American Waterfowl Management Plan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	52	32.1	32.3	32.3
	Very	78	48.1	48.4	80.7
	Somewhat	27	16.7	16.8	97.5
	Slightly	4	2.5	2.5	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**b. 2007 NAWMP Continental Progress Assessment Report**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	31	19.1	19.3	19.3
	Very	60	37.0	37.3	56.5
	Somewhat	46	28.4	28.6	85.1
	Slightly	17	10.5	10.6	95.7
	Not	7	4.3	4.3	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**c. March 2005 Adaptive Harvest Management Task Force Report**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	19	11.7	11.9	11.9
	Very	44	27.2	27.5	39.4
	Somewhat	62	38.3	38.8	78.1
	Slightly	24	14.8	15.0	93.1
	Not	11	6.8	6.9	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

**d. 2007 Joint Task Group Report**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	24	14.8	14.9	14.9
	Very	61	37.7	37.9	52.8
	Somewhat	44	27.2	27.3	80.1
	Slightly	21	13.0	13.0	93.2
	Not	11	6.8	6.8	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**e. Yield curves, and how they relate population size and sustainable annual harvest**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	18	11.1	11.2	11.2
	Very	52	32.1	32.3	43.5
	Somewhat	59	36.4	36.6	80.1
	Slightly	25	15.4	15.5	95.7
	Not	7	4.3	4.3	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**f. "Coherence" as a waterfowl management concept**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	14	8.6	8.7	8.7
	Very	39	24.1	24.2	32.9
	Somewhat	47	29.0	29.2	62.1
	Slightly	31	19.1	19.3	81.4
	Not	30	18.5	18.6	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**g. "Strategic Habitat Conservation" as a management concept**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	31	19.1	19.3	19.3
	Very	39	24.1	24.2	43.5
	Somewhat	57	35.2	35.4	78.9
	Slightly	25	15.4	15.5	94.4
	Not	9	5.6	5.6	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		



**h. 2005 National Duck Hunter Survey**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	18	11.1	11.2	11.2
	Very	47	29.0	29.2	40.4
	Somewhat	61	37.7	37.9	78.3
	Slightly	26	16.0	16.1	94.4
	Not	9	5.6	5.6	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**i. Adaptive Harvest Management (AHM)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely	25	15.4	15.5	15.5
	Very	67	41.4	41.6	57.1
	Somewhat	57	35.2	35.4	92.5
	Slightly	11	6.8	6.8	99.4
	Not	1	.6	.6	100.0
	Total	161	99.4	100.0	
Missing	System	1	.6		
Total		162	100.0		

**a. Flyway system**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	60	37.0	38.7	38.7
	Good	78	48.1	50.3	89.0
	Fair	16	9.9	10.3	99.4
	Poor	1	.6	.6	100.0
	Total	155	95.7	100.0	
Missing	Don't Know	4	2.5		
	System	3	1.9		
	Total	7	4.3		
Total		162	100.0		

**b. University training of waterfowl biologists**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	15	9.3	10.1	10.1
	Good	77	47.5	51.7	61.7
	Fair	44	27.2	29.5	91.3
	Poor	13	8.0	8.7	100.0
	Total	149	92.0	100.0	
Missing	Don't Know	8	4.9		
	System	5	3.1		
	Total	13	8.0		
Total		162	100.0		

**c. Joint Ventures**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	49	30.2	31.0	31.0
	Good	78	48.1	49.4	80.4
	Fair	28	17.3	17.7	98.1
	Poor	3	1.9	1.9	100.0
	Total	158	97.5	100.0	
Missing	Don't Know	1	.6		
	System	3	1.9		
	Total	4	2.5		
Total		162	100.0		

**d. Collaboration between U.S. and Canada**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	33	20.4	22.0	22.0
	Good	80	49.4	53.3	75.3
	Fair	34	21.0	22.7	98.0
	Poor	3	1.9	2.0	100.0
	Total	150	92.6	100.0	
Missing	Don't Know	8	4.9		
	System	4	2.5		
	Total	12	7.4		
Total		162	100.0		

**e. Adaptive Harvest Management (AHM) as a system of regulations recommendations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	15	9.3	10.0	10.0
	Good	76	46.9	50.7	60.7
	Fair	53	32.7	35.3	96.0
	Poor	6	3.7	4.0	100.0
	Total	150	92.6	100.0	
Missing	Don't Know	9	5.6		
	System	3	1.9		
	Total	12	7.4		
Total		162	100.0		

**f. Waterfowl monitoring (e.g., surveys, banding, etc.)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	50	30.9	31.6	31.6
	Good	84	51.9	53.2	84.8
	Fair	22	13.6	13.9	98.7
	Poor	2	1.2	1.3	100.0
	Total	158	97.5	100.0	
Missing	Don't Know	1	.6		
	System	3	1.9		
	Total	4	2.5		
Total		162	100.0		

**a. Flyway system**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	6	3.7	4.0	4.0
	Needs moderate change	50	30.9	33.6	37.6
	Needs minor change	42	25.9	28.2	65.8
	Fine as is	51	31.5	34.2	100.0
	Total	149	92.0	100.0	
Missing	Don't know	10	6.2		
	System	3	1.9		
	Total	13	8.0		
Total		162	100.0		

**b. University training of waterfowl biologists**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	27	16.7	18.9	18.9
	Needs moderate change	59	36.4	41.3	60.1
	Needs minor change	32	19.8	22.4	82.5
	Fine as is	25	15.4	17.5	100.0
	Total	143	88.3	100.0	
Missing	Don't know	17	10.5		
	System	2	1.2		
	Total	19	11.7		
Total		162	100.0		

**c. Joint Ventures**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	10	6.2	6.5	6.5
	Needs moderate change	63	38.9	40.9	47.4
	Needs minor change	55	34.0	35.7	83.1
	Fine as is	26	16.0	16.9	100.0
	Total	154	95.1	100.0	
Missing	Don't know	6	3.7		
	System	2	1.2		
	Total	8	4.9		
Total		162	100.0		

**d. Collaboration between U.S. and Canada**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	10	6.2	7.0	7.0
	Needs moderate change	49	30.2	34.3	41.3
	Needs minor change	52	32.1	36.4	77.6
	Fine as is	32	19.8	22.4	100.0
	Total	143	88.3	100.0	
Missing	Don't know	15	9.3		
	System	4	2.5		
	Total	19	11.7		
Total		162	100.0		

**e. Adaptive Harvest Management (AHM) as a system of regulations recommendations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	12	7.4	8.9	8.9
	Needs moderate change	67	41.4	49.6	58.5
	Needs minor change	41	25.3	30.4	88.9
	Fine as is	15	9.3	11.1	100.0
	Total	135	83.3	100.0	
Missing	Don't know	23	14.2		
	System	4	2.5		
	Total	27	16.7		
Total		162	100.0		

**f. Waterfowl monitoring (e.g., surveys, banding, etc.)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	17	10.5	11.2	11.2
	Needs moderate change	51	31.5	33.6	44.7
	Needs minor change	58	35.8	38.2	82.9
	Fine as is	26	16.0	17.1	100.0
	Total	152	93.8	100.0	
Missing	Don't know	6	3.7		
	System	4	2.5		
	Total	10	6.2		
Total		162	100.0		

**g. "Coherence" as a waterfowl management concept**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Needs major change	24	14.8	29.3	29.3
	Needs moderate change	34	21.0	41.5	70.7
	Needs minor change	13	8.0	15.9	86.6
	Fine as is	11	6.8	13.4	100.0
	Total	82	50.6	100.0	
Missing	Don't know	71	43.8		
	System	9	5.6		
	Total	80	49.4		
Total		162	100.0		

**a. Simplified waterfowl regulations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	6	3.7	3.9	3.9
	Medium success	70	43.2	46.1	50.0
	Low success	58	35.8	38.2	88.2
	No success	18	11.1	11.8	100.0
	Total	152	93.8	100.0	
Missing	Don't know	8	4.9		
	System	2	1.2		
	Total	10	6.2		
Total		162	100.0		

**b. Goals for harvest and habitat management that are complementary and consistent**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	4	2.5	2.6	2.6
	Medium success	48	29.6	31.2	33.8
	Low success	76	46.9	49.4	83.1
	No success	26	16.0	16.9	100.0
	Total	154	95.1	100.0	
Missing	Don't know	6	3.7		
	System	2	1.2		
	Total	8	4.9		
Total		162	100.0		

**c. Monitoring waterfowl hunter expectations and satisfactions**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	7	4.3	4.7	4.7
	Medium success	62	38.3	41.3	46.0
	Low success	72	44.4	48.0	94.0
	No success	9	5.6	6.0	100.0
	Total	150	92.6	100.0	
Missing	Don't know	10	6.2		
	System	2	1.2		
	Total	12	7.4		
Total		162	100.0		

**d. Incorporating hunter satisfaction metrics into waterfowl management goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	6	3.7	4.1	4.1
	Medium success	30	18.5	20.5	24.7
	Low success	84	51.9	57.5	82.2
	No success	26	16.0	17.8	100.0
	Total	146	90.1	100.0	
Missing	Don't know	14	8.6		
	System	2	1.2		
	Total	16	9.9		
Total		162	100.0		

**e. Management coherence among waterfowl populations, habitat, and hunter participation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	4	2.5	3.0	3.0
	Medium success	30	18.5	22.2	25.2
	Low success	79	48.8	58.5	83.7
	No success	22	13.6	16.3	100.0
	Total	135	83.3	100.0	
Missing	Don't know	24	14.8		
	System	3	1.9		
	Total	27	16.7		
Total		162	100.0		

**f. Institutional arrangements that will support waterfowl management into the future**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	12	7.4	8.2	8.2
	Medium success	85	52.5	58.2	66.4
	Low success	45	27.8	30.8	97.3
	No success	4	2.5	2.7	100.0
	Total	146	90.1	100.0	
Missing	Don't know	14	8.6		
	System	2	1.2		
	Total	16	9.9		
Total		162	100.0		

**g. Understanding life history of waterfowl**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	70	43.2	43.8	43.8
	Medium success	86	53.1	53.8	97.5
	Low success	3	1.9	1.9	99.4
	No success	1	.6	.6	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

**h. Understanding private landowners' expectations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	13	8.0	8.7	8.7
	Medium success	73	45.1	48.7	57.3
	Low success	59	36.4	39.3	96.7
	No success	5	3.1	3.3	100.0
	Total	150	92.6	100.0	
Missing	Don't know	10	6.2		
	System	2	1.2		
	Total	12	7.4		
Total		162	100.0		

**i. Rallying the conservation initiative of the waterfowl hunting community  
(harvest-oriented users)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	21	13.0	13.5	13.5
	Medium success	77	47.5	49.7	63.2
	Low success	55	34.0	35.5	98.7
	No success	2	1.2	1.3	100.0
	Total	155	95.7	100.0	
Missing	Don't know	5	3.1		
	System	2	1.2		
	Total	7	4.3		
Total		162	100.0		



**j. Rallying the conservation initiative of aesthetic-oriented wetland conservationists**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	7	4.3	4.5	4.5
	Medium success	34	21.0	21.8	26.3
	Low success	97	59.9	62.2	88.5
	No success	18	11.1	11.5	100.0
	Total	156	96.3	100.0	
Missing	Don't know	4	2.5		
	System	2	1.2		
	Total	6	3.7		
Total		162	100.0		

**k. Clear process for setting/revising population goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	3	1.9	2.0	2.0
	Medium success	44	27.2	28.9	30.9
	Low success	85	52.5	55.9	86.8
	No success	20	12.3	13.2	100.0
	Total	152	93.8	100.0	
Missing	Don't know	7	4.3		
	System	3	1.9		
	Total	10	6.2		
Total		162	100.0		

**l. Conservation of waterfowl habitats**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	10	6.2	6.3	6.3
	Medium success	122	75.3	76.7	83.0
	Low success	26	16.0	16.4	99.4
	No success	1	.6	.6	100.0
	Total	159	98.1	100.0	
Missing	Don't know	1	.6		
	System	2	1.2		
	Total	3	1.9		
Total		162	100.0		

**m. Balancing population objectives among species**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High success	4	2.5	2.8	2.8
	Medium success	59	36.4	41.0	43.8
	Low success	70	43.2	48.6	92.4
	No success	11	6.8	7.6	100.0
	Total	144	88.9	100.0	
Missing	Don't know	16	9.9		
	System	2	1.2		
	Total	18	11.1		
Total		162	100.0		

**a. Resources dedicated to waterfowl habitat conservation should be re-allocated among important waterfowl landscapes**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	44	27.2	29.3	29.3
	Somewhat agree	57	35.2	38.0	67.3
	Neutral	29	17.9	19.3	86.7
	Somewhat disagree	16	9.9	10.7	97.3
	Strongly disagree	4	2.5	2.7	100.0
	Total	150	92.6	100.0	
Missing	Don't know	9	5.6		
	System	3	1.9		
	Total	12	7.4		
Total		162	100.0		

**b. An inordinate amount of time is spent on the annual regulations setting process**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	45	27.8	29.6	29.6
	Somewhat agree	63	38.9	41.4	71.1
	Neutral	26	16.0	17.1	88.2
	Somewhat disagree	16	9.9	10.5	98.7
	Strongly disagree	2	1.2	1.3	100.0
	Total	152	93.8	100.0	
Missing	Don't know	8	4.9		
	System	2	1.2		
	Total	10	6.2		
Total		162	100.0		

**c. Greater attention should be placed on monitoring and evaluation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	46	28.4	28.8	28.8
	Somewhat agree	78	48.1	48.8	77.5
	Neutral	24	14.8	15.0	92.5
	Somewhat disagree	12	7.4	7.5	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

**d. Attention to waterfowl and wetlands protection and management has declined at the federal level**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	43	26.5	27.2	27.2
	Somewhat agree	71	43.8	44.9	72.2
	Neutral	22	13.6	13.9	86.1
	Somewhat disagree	15	9.3	9.5	95.6
	Strongly disagree	7	4.3	4.4	100.0
	Total	158	97.5	100.0	
Missing	Don't know	1	.6		
	System	3	1.9		
	Total	4	2.5		
Total		162	100.0		

**e. Attention to waterfowl and wetlands protection and management has declined at the state/province level**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	26	16.0	16.6	16.6
	Somewhat agree	71	43.8	45.2	61.8
	Neutral	18	11.1	11.5	73.2
	Somewhat disagree	34	21.0	21.7	94.9
	Strongly disagree	8	4.9	5.1	100.0
	Total	157	96.9	100.0	
Missing	Don't know	3	1.9		
	System	2	1.2		
	Total	5	3.1		
Total		162	100.0		

**. Attention to waterfowl and wetlands protection and management has declined among NGOs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	4	2.5	2.5	2.5
	Somewhat agree	25	15.4	15.9	18.5
	Neutral	40	24.7	25.5	43.9
	Somewhat disagree	59	36.4	37.6	81.5
	Strongly disagree	29	17.9	18.5	100.0
	Total	157	96.9	100.0	
Missing	Don't know	3	1.9		
	System	2	1.2		
	Total	5	3.1		
Total		162	100.0		

**a. The waterfowl management community is well positioned to address public policy issues impacting waterfowl habitat, populations, and hunters**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	11	6.8	7.0	7.0
	Somewhat agree	73	45.1	46.5	53.5
	Neutral	13	8.0	8.3	61.8
	Somewhat disagree	51	31.5	32.5	94.3
	Strongly disagree	9	5.6	5.7	100.0
	Total	157	96.9	100.0	
Missing	Don't know	2	1.2		
	System	3	1.9		
	Total	5	3.1		
Total		162	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	27	16.7	17.5	17.5
	Somewhat agree	57	35.2	37.0	54.5
	Neutral	30	18.5	19.5	74.0
	Somewhat disagree	32	19.8	20.8	94.8
	Strongly disagree	8	4.9	5.2	100.0
	Total	154	95.1	100.0	
Missing	Don't know	4	2.5		
	System	4	2.5		
	Total	8	4.9		
Total		162	100.0		

**c. The waterfowl management community is well positioned to fill technical and leadership positions in waterfowl and wetlands management**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	16	9.9	10.5	10.5
	Somewhat agree	53	32.7	34.6	45.1
	Neutral	29	17.9	19.0	64.1
	Somewhat disagree	39	24.1	25.5	89.5
	Strongly disagree	16	9.9	10.5	100.0
	Total	153	94.4	100.0	
Missing	Don't know	6	3.7		
	System	3	1.9		
	Total	9	5.6		
Total		162	100.0		

**d. Maintaining traditional distributions of ducks and geese during fall and winter is an important goal for waterfowl management**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	16	9.9	10.4	10.4
	Somewhat agree	50	30.9	32.5	42.9
	Neutral	39	24.1	25.3	68.2
	Somewhat disagree	40	24.7	26.0	94.2
	Strongly disagree	9	5.6	5.8	100.0
	Total	154	95.1	100.0	
Missing	Don't know	5	3.1		
	System	3	1.9		
	Total	8	4.9		
Total		162	100.0		

**e. Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	4	2.5	2.5	2.5
	Somewhat agree	19	11.7	12.1	14.6
	Neutral	17	10.5	10.8	25.5
	Somewhat disagree	58	35.8	36.9	62.4
	Strongly disagree	59	36.4	37.6	100.0
	Total	157	96.9	100.0	
Missing	Don't know	1	.6		
	System	4	2.5		
	Total	5	3.1		
Total		162	100.0		

**a. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among universities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	42	25.9	31.6	31.6
	Somewhat agree	59	36.4	44.4	75.9
	Neutral	18	11.1	13.5	89.5
	Somewhat disagree	11	6.8	8.3	97.7
	Strongly disagree	3	1.9	2.3	100.0
	Total	133	82.1	100.0	
Missing	Don't know	27	16.7		
	System	2	1.2		
	Total	29	17.9		
Total		162	100.0		

**b. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the federal level**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	32	19.8	20.5	20.5
	Somewhat agree	60	37.0	38.5	59.0
	Neutral	27	16.7	17.3	76.3
	Somewhat disagree	28	17.3	17.9	94.2
	Strongly disagree	9	5.6	5.8	100.0
	Total	156	96.3	100.0	
Missing	Don't know	4	2.5		
	System	2	1.2		
	Total	6	3.7		
Total		162	100.0		

**c. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the state/province level**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	25	15.4	16.4	16.4
	Somewhat agree	62	38.3	40.8	57.2
	Neutral	29	17.9	19.1	76.3
	Somewhat disagree	33	20.4	21.7	98.0
	Strongly disagree	3	1.9	2.0	100.0
	Total	152	93.8	100.0	
Missing	Don't know	7	4.3		
	System	3	1.9		
	Total	10	6.2		
Total		162	100.0		

**d. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among NGOs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	3	1.9	2.0	2.0
	Somewhat agree	38	23.5	25.3	27.3
	Neutral	45	27.8	30.0	57.3
	Somewhat disagree	53	32.7	35.3	92.7
	Strongly disagree	11	6.8	7.3	100.0
	Total	150	92.6	100.0	
Missing	Don't know	10	6.2		
	System	2	1.2		
	Total	12	7.4		
Total		162	100.0		

**How important is waterfowl hunting to you?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	It's my most important recreational activity	22	13.6	13.8	13.8
	It's one of my most important recreational activities	66	40.7	41.3	55.0
	It's no more important than my other recreational activities	38	23.5	23.8	78.8
	It's less important than my other recreational activities	12	7.4	7.5	86.3
	It's one of my least important recreational activities	3	1.9	1.9	88.1
	I don't hunt waterfowl	19	11.7	11.9	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		



**When did you start hunting waterfowl?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Before 1970	46	28.4	32.9	32.9
	1970 to 1979	47	29.0	33.6	66.4
	1980 to 1988	26	16.0	18.6	85.0
	1989 to 1996	14	8.6	10.0	95.0
	1997 to 2008	7	4.3	5.0	100.0
	Total	140	86.4	100.0	
Missing	System	22	13.6		
Total		162	100.0		

**What changes have you observed in the overall quality of ...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	It has gotten much better	7	4.3	5.0	5.0
	It has gotten a little better	17	10.5	12.1	17.0
	It has stayed the same	58	35.8	41.1	58.2
	It has gotten a little worse	34	21.0	24.1	82.3
	It has gotten much worse	15	9.3	10.6	92.9
	No opinion	10	6.2	7.1	100.0
	Total	141	87.0	100.0	
Missing	System	21	13.0		
Total		162	100.0		

**Over the last 5 years, about how many days did you usuall...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5 days or less	53	32.7	37.6	37.6
	6 to 10 days	35	21.6	24.8	62.4
	11 to 20 days	36	22.2	25.5	87.9
	21 to 30 days	12	7.4	8.5	96.5
	More than 30 days	5	3.1	3.5	100.0
	Total	141	87.0	100.0	
Missing	System	21	13.0		
Total		162	100.0		

## Over the last 5 years, about how many waterfowl did you u...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5 waterfowl or less	28	17.3	19.9	19.9
	Between 6 & 10 waterfowl	23	14.2	16.3	36.2
	Between 11 & 20 waterfowl	33	20.4	23.4	59.6
	Between 21 and 50 waterfowl	37	22.8	26.2	85.8
	More than 50 waterfowl	20	12.3	14.2	100.0
	Total	141	87.0	100.0	
Missing	System	21	13.0		
Total		162	100.0		

## About how much do you spend on waterfowl hunting each year

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	\$250 or less	46	28.4	32.9	32.9
	\$251-\$1,000	62	38.3	44.3	77.1
	\$1,001-\$5,000	30	18.5	21.4	98.6
	Over \$5,000	2	1.2	1.4	100.0
		Total	140	86.4	100.0
Missing	System	22	13.6		
Total		162	100.0		

## Country:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Canada	22	13.6	13.8	13.8
	United States	137	84.6	86.2	100.0
		Total	159	98.1	100.0
Missing	System	3	1.9		
Total		162	100.0		

## You are:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	11	6.8	6.9	6.9
	Male	149	92.0	93.1	100.0
		Total	160	98.8	100.0
Missing	System	2	1.2		
Total		162	100.0		

**You are:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-44	38	23.5	23.8	23.8
	45-64	122	75.3	76.3	100.0
	Total	160	98.8	100.0	
Missing	System	2	1.2		
Total		162	100.0		

## Appendix E. Selected crosstabulations

Items a through i: means based on 1="Extremely knowledgeable," 2="Very knowledgeable," 3="Somewhat knowledgeable," 2="Slightly knowledgeable," 1="Not knowledgeable"

How knowledgeable are you about each of the following?		a. North American Waterfowl Management Plan		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	1.64	Very familiar
	Non-Government Organization	30	1.43	Extremely familiar
	Private business	3	2.67	Somewhat familiar
	State/Provincial agency	74	2.22	Very familiar
	University	4	2.50	Somewhat familiar
How long have you been active in waterfowl management?	0-1 year	5	2.60	Somewhat familiar
	2-5 years	18	2.39	Very familiar
	6-10 years	26	2.08	Very familiar
	11-20 years	41	1.73	Very familiar
	21-30 years	49	1.73	Very familiar
	More than 30 years	22	1.77	Very familiar
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	1.86	Very familiar
	Administrator/Coordinator of a program	71	1.87	Very familiar
	Biologist/Scientist	50	1.82	Very familiar
	Researcher/Academic	5	2.40	Very familiar
	Regulations Committee Member	6	2.17	Very familiar
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.00	Very familiar
	Mississippi Flyway	32	1.91	Very familiar
	Central Flyway	23	1.78	Very familiar
	Pacific Flyway	25	2.00	Very familiar
	National/multiple Flyways	38	1.71	Very familiar
	Don't have habitat responsibilities	19	2.21	Very familiar
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	1.95	Very familiar
	Mississippi Flyway	28	1.96	Very familiar
	Central Flyway	22	1.73	Very familiar
	Pacific Flyway	23	2.09	Very familiar
	National/multiple Flyways	39	1.90	Very familiar
	Don't have population responsibilities	25	1.68	Very familiar
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Somewhat familiar
	1% to 25%	68	2.13	Very familiar
	26% to 50%	21	1.81	Very familiar
	51% to 75%	21	1.62	Very familiar
	76% to 100%	50	1.70	Very familiar
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.50	Very familiar
	1 of my most important	66	1.76	Very familiar
	No more important	38	2.21	Very familiar
	Less important	12	2.08	Very familiar
	1 of my least important	3	2.33	Very familiar
	I don't hunt waterfowl	19	1.89	Very familiar

How knowledgeable are you about each of the following?		b. 2007 NAWMP Continental Progress Assessment Report		
		Valid N	Mean	Maximum
What is your primary employment affiliation?	Federal agency	47	2.15	Very familiar
	Non-Government Organization	30	1.87	Very familiar
	Private business	3	3.33	Somewhat familiar
	State/Provincial agency	74	2.80	Somewhat familiar
	University	4	3.75	Slightly familiar
How long have you been active in waterfowl management?	0-1 year	5	2.60	Somewhat familiar
	2-5 years	18	2.67	Somewhat familiar
	6-10 years	26	2.58	Somewhat familiar
	11-20 years	41	2.29	Very familiar
	21-30 years	49	2.41	Very familiar
	More than 30 years	22	2.36	Very familiar
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	2.46	Very familiar
	Administrator/Coordinator of a program	71	2.38	Very familiar
	Biologist/Scientist	50	2.24	Very familiar
	Researcher/Academic	5	3.60	Slightly familiar
	Regulations Committee Member	6	3.17	Somewhat familiar
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.45	Very familiar
	Mississippi Flyway	32	2.56	Somewhat familiar
	Central Flyway	23	2.30	Very familiar
	Pacific Flyway	25	2.60	Somewhat familiar
	National/multiple Flyways	38	1.92	Very familiar
	Don't have habitat responsibilities	19	3.21	Somewhat familiar
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.43	Very familiar
	Mississippi Flyway	28	2.68	Somewhat familiar
	Central Flyway	22	2.27	Very familiar
	Pacific Flyway	23	2.83	Somewhat familiar
	National/multiple Flyways	39	2.33	Very familiar
	Don't have population responsibilities	25	2.04	Very familiar
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Slightly familiar
	1% to 25%	68	2.75	Somewhat familiar
	26% to 50%	21	2.33	Very familiar
	51% to 75%	21	2.05	Very familiar
	76% to 100%	50	2.18	Very familiar
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.00	Very familiar
	1 of my most important	66	2.42	Very familiar
	No more important	38	2.58	Somewhat familiar
	Less important	12	2.67	Somewhat familiar
	1 of my least important	3	4.00	Slightly familiar
	I don't hunt waterfowl	19	2.16	Very familiar

How knowledgeable are you about each of the following?		c. March 2005 Adaptive Harvest Management Task Force Report		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	2.65	Somewhat knowledgeable
	Non-Government Organization	30	3.00	Somewhat knowledgeable
	Private business	3	3.67	Slightly knowledgeable
	State/Provincial agency	74	2.72	Somewhat knowledgeable
	University	4	3.50	Slightly knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	4.00	Slightly knowledgeable
	2-5 years	17	3.18	Somewhat knowledgeable
	6-10 years	26	2.88	Somewhat knowledgeable
	11-20 years	41	2.85	Somewhat knowledgeable
	21-30 years	49	2.61	Somewhat knowledgeable
	More than 30 years	22	2.27	Very knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	2.79	Somewhat knowledgeable
	Administrator/Coordinator of a program	70	2.90	Somewhat knowledgeable
	Biologist/Scientist	50	2.46	Very knowledgeable
	Researcher/Academic	5	3.40	Somewhat knowledgeable
	Regulations Committee Member	6	3.00	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.86	Somewhat knowledgeable
	Mississippi Flyway	32	2.78	Somewhat knowledgeable
	Central Flyway	23	2.83	Somewhat knowledgeable
	Pacific Flyway	25	2.76	Somewhat knowledgeable
	National/multiple Flyways	37	2.76	Somewhat knowledgeable
	Don't have habitat responsibilities	19	2.68	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.76	Somewhat knowledgeable
	Mississippi Flyway	28	2.57	Somewhat knowledgeable
	Central Flyway	22	2.68	Somewhat knowledgeable
	Pacific Flyway	23	2.70	Somewhat knowledgeable
	National/multiple Flyways	39	2.59	Somewhat knowledgeable
	Don't have population responsibilities	24	3.33	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	5.00	Not knowledgeable
	1% to 25%	67	2.96	Somewhat knowledgeable
	26% to 50%	21	3.05	Somewhat knowledgeable
	51% to 75%	21	2.67	Somewhat knowledgeable
	76% to 100%	50	2.42	Very knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.27	Very knowledgeable
	1 of my most important	66	2.68	Somewhat knowledgeable
	No more important	38	2.89	Somewhat knowledgeable
	Less important	12	3.50	Slightly knowledgeable
	1 of my least important	3	3.67	Slightly knowledgeable
	I don't hunt waterfowl	18	2.72	Somewhat knowledgeable

How knowledgeable are you about each of the following?		d. 2007 Joint Task Group Report		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.32	Very knowledgeable
	Non-Government Organization	30	2.63	Somewhat knowledgeable
	Private business	3	3.67	Slightly knowledgeable
	State/Provincial agency	74	2.72	Somewhat knowledgeable
	University	4	3.25	Somewhat knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	3.20	Somewhat knowledgeable
	2-5 years	18	2.89	Somewhat knowledgeable
	6-10 years	26	2.62	Somewhat knowledgeable
	11-20 years	41	2.63	Somewhat knowledgeable
	21-30 years	49	2.51	Somewhat knowledgeable
	More than 30 years	22	2.27	Very knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	3.00	Somewhat knowledgeable
	Administrator/Coordinator of a program	71	2.70	Somewhat knowledgeable
	Biologist/Scientist	50	2.12	Very knowledgeable
	Researcher/Academic	5	3.20	Somewhat knowledgeable
	Regulations Committee Member	6	2.33	Very knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.73	Somewhat knowledgeable
	Mississippi Flyway	32	2.75	Somewhat knowledgeable
	Central Flyway	23	2.39	Very knowledgeable
	Pacific Flyway	25	2.60	Somewhat knowledgeable
	National/multiple Flyways	38	2.39	Very knowledgeable
	Don't have habitat responsibilities	19	2.79	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.62	Somewhat knowledgeable
	Mississippi Flyway	28	2.61	Somewhat knowledgeable
	Central Flyway	22	2.45	Very knowledgeable
	Pacific Flyway	23	2.70	Somewhat knowledgeable
	National/multiple Flyways	39	2.36	Very knowledgeable
	Don't have population responsibilities	25	2.76	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	5.00	Not knowledgeable
	1% to 25%	68	2.94	Somewhat knowledgeable
	26% to 50%	21	2.48	Very knowledgeable
	51% to 75%	21	2.29	Very knowledgeable
	76% to 100%	50	2.24	Very knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.05	Very knowledgeable
	1 of my most important	66	2.55	Somewhat knowledgeable
	No more important	38	2.82	Somewhat knowledgeable
	Less important	12	3.00	Somewhat knowledgeable
	1 of my least important	3	3.67	Slightly knowledgeable
	I don't hunt waterfowl	19	2.37	Very knowledgeable

How knowledgeable are you about each of the following?		e. Yield curves, and how they relate population size and sustainable annual harvest		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.32	Very knowledgeable
	Non-Government Organization	30	3.07	Somewhat knowledgeable
	Private business	3	3.67	Slightly knowledgeable
	State/Provincial agency	74	2.76	Somewhat knowledgeable
	University	4	2.25	Very knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	2.40	Very knowledgeable
	2-5 years	18	2.78	Somewhat knowledgeable
	6-10 years	26	2.81	Somewhat knowledgeable
	11-20 years	41	2.61	Somewhat knowledgeable
	21-30 years	49	2.76	Somewhat knowledgeable
	More than 30 years	22	2.59	Somewhat knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	3.04	Somewhat knowledgeable
	Administrator/Coordinator of a program	71	2.87	Somewhat knowledgeable
	Biologist/Scientist	50	2.28	Very knowledgeable
	Researcher/Academic	5	2.40	Very knowledgeable
	Regulations Committee Member	6	2.67	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.59	Somewhat knowledgeable
	Mississippi Flyway	32	3.16	Somewhat knowledgeable
	Central Flyway	23	2.83	Somewhat knowledgeable
	Pacific Flyway	25	2.64	Somewhat knowledgeable
	National/multiple Flyways	38	2.61	Somewhat knowledgeable
	Don't have habitat responsibilities	19	2.21	Very knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.48	Very knowledgeable
	Mississippi Flyway	28	2.96	Somewhat knowledgeable
	Central Flyway	22	2.91	Somewhat knowledgeable
	Pacific Flyway	23	2.52	Somewhat knowledgeable
	National/multiple Flyways	39	2.28	Very knowledgeable
	Don't have population responsibilities	25	2.96	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	5.00	Not knowledgeable
	1% to 25%	68	2.81	Somewhat knowledgeable
	26% to 50%	21	2.67	Somewhat knowledgeable
	51% to 75%	21	2.62	Somewhat knowledgeable
	76% to 100%	50	2.54	Somewhat knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.68	Somewhat knowledgeable
	1 of my most important	66	2.59	Somewhat knowledgeable
	No more important	38	2.66	Somewhat knowledgeable
	Less important	12	3.25	Somewhat knowledgeable
	1 of my least important	3	3.00	Somewhat knowledgeable
	I don't hunt waterfowl	19	2.63	Somewhat knowledgeable



How knowledgeable are you about each of the following?		f. "Coherence" as a waterfowl management concept		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.89	Somewhat knowledgeable
	Non-Government Organization	30	3.23	Somewhat knowledgeable
	Private business	3	3.67	Slightly knowledgeable
	State/Provincial agency	74	3.30	Somewhat knowledgeable
	University	4	3.00	Somewhat knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	3.00	Somewhat knowledgeable
	2-5 years	18	3.72	Slightly knowledgeable
	6-10 years	26	3.12	Somewhat knowledgeable
	11-20 years	41	2.95	Somewhat knowledgeable
	21-30 years	49	3.31	Somewhat knowledgeable
	More than 30 years	22	2.77	Somewhat knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	3.68	Slightly knowledgeable
	Administrator/Coordinator of a program	71	3.35	Somewhat knowledgeable
	Biologist/Scientist	50	2.46	Very knowledgeable
	Researcher/Academic	5	3.00	Somewhat knowledgeable
	Regulations Committee Member	6	3.83	Slightly knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	3.32	Somewhat knowledgeable
	Mississippi Flyway	32	3.56	Slightly knowledgeable
	Central Flyway	23	3.09	Somewhat knowledgeable
	Pacific Flyway	25	3.12	Somewhat knowledgeable
	National/multiple Flyways	38	2.89	Somewhat knowledgeable
	Don't have habitat responsibilities	19	2.74	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	3.24	Somewhat knowledgeable
	Mississippi Flyway	28	3.46	Somewhat knowledgeable
	Central Flyway	22	3.27	Somewhat knowledgeable
	Pacific Flyway	23	3.26	Somewhat knowledgeable
	National/multiple Flyways	39	2.46	Very knowledgeable
	Don't have population responsibilities	25	3.40	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	5.00	Not knowledgeable
	1% to 25%	68	3.47	Somewhat knowledgeable
	26% to 50%	21	2.95	Somewhat knowledgeable
	51% to 75%	21	2.86	Somewhat knowledgeable
	76% to 100%	50	2.88	Somewhat knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.77	Somewhat knowledgeable
	1 of my most important	66	3.12	Somewhat knowledgeable
	No more important	38	3.16	Somewhat knowledgeable
	Less important	12	3.42	Somewhat knowledgeable
	1 of my least important	3	4.33	Slightly knowledgeable
	I don't hunt waterfowl	19	3.21	Somewhat knowledgeable

How knowledgeable are you about each of the following?		g. "Strategic Habitat Conservation" as a management concept		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.13	Very knowledgeable
	Non-Government Organization	30	2.67	Somewhat knowledgeable
	Private business	3	3.33	Somewhat knowledgeable
	State/Provincial agency	74	2.99	Somewhat knowledgeable
	University	4	2.75	Somewhat knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	2.00	Very knowledgeable
	2-5 years	18	2.61	Somewhat knowledgeable
	6-10 years	26	2.65	Somewhat knowledgeable
	11-20 years	41	2.49	Very knowledgeable
	21-30 years	49	2.73	Somewhat knowledgeable
	More than 30 years	22	2.86	Somewhat knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	2.46	Very knowledgeable
	Administrator/Coordinator of a program	71	2.54	Somewhat knowledgeable
	Biologist/Scientist	50	2.76	Somewhat knowledgeable
	Researcher/Academic	5	2.60	Somewhat knowledgeable
	Regulations Committee Member	6	3.33	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.68	Somewhat knowledgeable
	Mississippi Flyway	32	2.81	Somewhat knowledgeable
	Central Flyway	23	2.48	Very knowledgeable
	Pacific Flyway	25	2.72	Somewhat knowledgeable
	National/multiple Flyways	38	2.21	Very knowledgeable
	Don't have habitat responsibilities	19	3.21	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.62	Somewhat knowledgeable
	Mississippi Flyway	28	2.96	Somewhat knowledgeable
	Central Flyway	22	2.50	Somewhat knowledgeable
	Pacific Flyway	23	2.91	Somewhat knowledgeable
	National/multiple Flyways	39	2.28	Very knowledgeable
	Don't have population responsibilities	25	2.56	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Somewhat knowledgeable
	1% to 25%	68	2.54	Somewhat knowledgeable
	26% to 50%	21	2.33	Very knowledgeable
	51% to 75%	21	2.57	Somewhat knowledgeable
	76% to 100%	50	2.92	Somewhat knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.68	Somewhat knowledgeable
	1 of my most important	66	2.73	Somewhat knowledgeable
	No more important	38	2.50	Somewhat knowledgeable
	Less important	12	3.08	Somewhat knowledgeable
	1 of my least important	3	3.00	Somewhat knowledgeable
	I don't hunt waterfowl	19	2.11	Very knowledgeable

How knowledgeable are you about each of the following?		h. 2005 National Duck Hunter Survey		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.89	Somewhat knowledgeable
	Non-Government Organization	30	3.17	Somewhat knowledgeable
	Private business	3	2.33	Very knowledgeable
	State/Provincial agency	74	2.53	Somewhat knowledgeable
	University	4	2.25	Very knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	4.00	Slightly knowledgeable
	2-5 years	18	3.28	Somewhat knowledgeable
	6-10 years	26	2.58	Somewhat knowledgeable
	11-20 years	41	2.76	Somewhat knowledgeable
	21-30 years	49	2.71	Somewhat knowledgeable
	More than 30 years	22	2.36	Very knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	2.96	Somewhat knowledgeable
	Administrator/Coordinator of a program	71	2.82	Somewhat knowledgeable
	Biologist/Scientist	50	2.62	Somewhat knowledgeable
	Researcher/Academic	5	2.40	Very knowledgeable
	Regulations Committee Member	6	2.33	Very knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.82	Somewhat knowledgeable
	Mississippi Flyway	32	2.69	Somewhat knowledgeable
	Central Flyway	23	2.61	Somewhat knowledgeable
	Pacific Flyway	25	3.00	Somewhat knowledgeable
	National/multiple Flyways	38	2.92	Somewhat knowledgeable
	Don't have habitat responsibilities	19	2.32	Very knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.71	Somewhat knowledgeable
	Mississippi Flyway	28	2.43	Very knowledgeable
	Central Flyway	22	2.55	Somewhat knowledgeable
	Pacific Flyway	23	2.87	Somewhat knowledgeable
	National/multiple Flyways	39	2.69	Somewhat knowledgeable
	Don't have population responsibilities	25	3.24	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Slightly knowledgeable
	1% to 25%	68	2.85	Somewhat knowledgeable
	26% to 50%	21	3.00	Somewhat knowledgeable
	51% to 75%	21	2.62	Somewhat knowledgeable
	76% to 100%	50	2.56	Somewhat knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.32	Very knowledgeable
	1 of my most important	66	2.55	Somewhat knowledgeable
	No more important	38	2.89	Somewhat knowledgeable
	Less important	12	3.33	Somewhat knowledgeable
	1 of my least important	3	2.00	Very knowledgeable
	I don't hunt waterfowl	19	3.37	Somewhat knowledgeable

How knowledgeable are you about each of the following?		i. Adaptive Harvest Management (AHM)		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.26	Very knowledgeable
	Non-Government Organization	30	2.60	Somewhat knowledgeable
	Private business	3	3.00	Somewhat knowledgeable
	State/Provincial agency	74	2.31	Very knowledgeable
	University	4	2.00	Very knowledgeable
How long have you been active in waterfowl management?	0-1 year	5	2.80	Somewhat knowledgeable
	2-5 years	18	2.72	Somewhat knowledgeable
	6-10 years	26	2.46	Very knowledgeable
	11-20 years	41	2.39	Very knowledgeable
	21-30 years	49	2.24	Very knowledgeable
	More than 30 years	22	2.00	Very knowledgeable
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	28	2.61	Somewhat knowledgeable
	Administrator/Coordinator of a program	71	2.46	Very knowledgeable
	Biologist/Scientist	50	2.06	Very knowledgeable
	Researcher/Academic	5	2.00	Very knowledgeable
	Regulations Committee Member	6	2.50	Somewhat knowledgeable
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.41	Very knowledgeable
	Mississippi Flyway	32	2.53	Somewhat knowledgeable
	Central Flyway	23	2.22	Very knowledgeable
	Pacific Flyway	25	2.48	Very knowledgeable
	National/multiple Flyways	38	2.45	Very knowledgeable
	Don't have habitat responsibilities	19	1.89	Very knowledgeable
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.33	Very knowledgeable
	Mississippi Flyway	28	2.29	Very knowledgeable
	Central Flyway	22	2.18	Very knowledgeable
	Pacific Flyway	23	2.30	Very knowledgeable
	National/multiple Flyways	39	2.21	Very knowledgeable
	Don't have population responsibilities	25	2.68	Somewhat knowledgeable
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Slightly knowledgeable
	1% to 25%	68	2.47	Very knowledgeable
	26% to 50%	21	2.52	Somewhat knowledgeable
	51% to 75%	21	2.43	Very knowledgeable
	76% to 100%	50	2.06	Very knowledgeable
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.14	Very knowledgeable
	1 of my most important	66	2.09	Very knowledgeable
	No more important	38	2.47	Very knowledgeable
	Less important	12	3.08	Somewhat knowledgeable
	1 of my least important	3	2.67	Somewhat knowledgeable
	I don't hunt waterfowl	19	2.63	Somewhat knowledgeable

**Items a through f: means based on 1="Excellent," 2="Good," 3="Fair," 4="Poor"**

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		a. Flyway system		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	46	1.74	Good
	Non-Government Organization	27	2.07	Good
	Private business	3	2.00	Good
	State/Provincial agency	72	1.57	Good
	University	4	2.25	Good
How long have you been active in waterfowl management?	0-1 year	3	1.67	Good
	2-5 years	17	1.76	Good
	6-10 years	26	1.77	Good
	11-20 years	41	1.80	Good
	21-30 years	46	1.74	Good
	More than 30 years	22	1.50	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	1.65	Good
	Administrator/Coordinator of a program	69	1.72	Good
	Biologist/Scientist	49	1.71	Good
	Researcher/Academic	5	2.00	Good
	Regulations Committee Member	5	2.00	Good
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	1.59	Good
	Mississippi Flyway	31	1.65	Good
	Central Flyway	22	1.68	Good
	Pacific Flyway	23	1.70	Good
	National/multiple Flyways	36	1.97	Good
	Don't have habitat responsibilities	19	1.63	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	1.52	Good
	Mississippi Flyway	28	1.57	Good
	Central Flyway	21	1.67	Good
	Pacific Flyway	21	1.71	Good
	National/multiple Flyways	38	1.84	Good
	Don't have population responsibilities	24	1.92	Good
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Good
	1% to 25%	66	1.71	Good
	26% to 50%	19	1.89	Good
	51% to 75%	21	1.81	Good
	76% to 100%	48	1.65	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.91	Good
	1 of my most important	66	1.62	Good
	No more important	37	1.59	Good
	Less important	11	1.91	Good
	1 of my least important	3	2.00	Good
	I don't hunt waterfowl	16	2.06	Good

a. "Don't know" responses eliminated for purposes of this analysis.

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		b. University training of waterfowl biologists		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.14	Good
	Non-Government Organization	27	2.56	Fair
	Private business	3	2.33	Good
	State/Provincial agency	68	2.46	Good
	University	4	2.50	Fair
How long have you been active in waterfowl management?	0-1 year	4	2.00	Good
	2-5 years	14	2.29	Good
	6-10 years	25	2.36	Good
	11-20 years	40	2.35	Good
	21-30 years	44	2.45	Good
	More than 30 years	22	2.36	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	23	2.39	Good
	Administrator/Coordinator of a program	67	2.30	Good
	Biologist/Scientist	48	2.35	Good
	Researcher/Academic	5	2.40	Good
	Regulations Committee Member	5	3.00	Fair
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	2.37	Good
	Mississippi Flyway	30	2.37	Good
	Central Flyway	22	2.27	Good
	Pacific Flyway	23	2.39	Good
	National/multiple Flyways	34	2.41	Good
	Don't have habitat responsibilities	19	2.47	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	18	2.28	Good
	Mississippi Flyway	27	2.56	Fair
	Central Flyway	21	2.24	Good
	Pacific Flyway	21	2.43	Good
	National/multiple Flyways	37	2.19	Good
	Don't have population responsibilities	23	2.57	Fair
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Good
	1% to 25%	62	2.29	Good
	26% to 50%	19	2.37	Good
	51% to 75%	19	2.37	Good
	76% to 100%	48	2.48	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.36	Good
	1 of my most important	63	2.48	Good
	No more important	36	2.22	Good
	Less important	11	2.55	Fair
	1 of my least important	3	2.00	Good
	I don't hunt waterfowl	14	2.21	Good

a. "Don't know" responses eliminated for purposes of this analysis.

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		c. Joint Ventures		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	47	1.64	Good
	Non-Government Organization	29	1.97	Good
	Private business	3	1.33	Excellent
	State/Provincial agency	73	2.10	Good
	University	3	2.00	Good
How long have you been active in waterfowl management?	0-1 year	5	1.80	Good
	2-5 years	17	1.88	Good
	6-10 years	25	1.76	Good
	11-20 years	41	1.88	Good
	21-30 years	48	1.98	Good
	More than 30 years	22	2.00	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	1.81	Good
	Administrator/Coordinator of a program	71	1.97	Good
	Biologist/Scientist	50	1.76	Good
	Researcher/Academic	4	2.00	Good
	Regulations Committee Member	6	2.67	Fair
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	1.91	Good
	Mississippi Flyway	31	2.00	Good
	Central Flyway	23	2.04	Good
	Pacific Flyway	25	1.76	Good
	National/multiple Flyways	37	1.97	Good
	Don't have habitat responsibilities	18	1.56	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	1.76	Good
	Mississippi Flyway	28	2.04	Good
	Central Flyway	22	2.00	Good
	Pacific Flyway	23	1.91	Good
	National/multiple Flyways	39	1.77	Good
	Don't have population responsibilities	23	1.96	Good
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Fair
	1% to 25%	66	1.88	Good
	26% to 50%	20	1.65	Good
	51% to 75%	21	2.19	Good
	76% to 100%	50	1.90	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.27	Good
	1 of my most important	66	1.91	Good
	No more important	38	1.66	Good
	Less important	11	2.27	Good
	1 of my least important	2	2.00	Good
	I don't hunt waterfowl	19	1.74	Good

a. "Don't know" responses eliminated for purposes of this analysis.

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		d. Collaboration between U.S. and Canada		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	45	1.87	Good
	Non-Government Organization	27	2.15	Good
	Private business	3	2.33	Good
	State/Provincial agency	69	2.12	Good
	University	3	2.67	Fair
How long have you been active in waterfowl management?	0-1 year	4	1.50	Good
	2-5 years	15	1.73	Good
	6-10 years	25	2.04	Good
	11-20 years	39	2.10	Good
	21-30 years	45	2.13	Good
	More than 30 years	22	2.09	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.00	Good
	Administrator/Coordinator of a program	67	1.99	Good
	Biologist/Scientist	49	2.08	Good
	Researcher/Academic	4	2.50	Fair
	Regulations Committee Member	4	2.50	Fair
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.05	Good
	Mississippi Flyway	31	2.03	Good
	Central Flyway	21	2.14	Good
	Pacific Flyway	22	1.73	Good
	National/multiple Flyways	35	2.17	Good
	Don't have habitat responsibilities	18	2.17	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	1.95	Good
	Mississippi Flyway	28	2.14	Good
	Central Flyway	20	2.10	Good
	Pacific Flyway	20	1.75	Good
	National/multiple Flyways	39	2.08	Good
	Don't have population responsibilities	21	2.10	Good
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	1.00	Excellent
	1% to 25%	61	2.07	Good
	26% to 50%	19	1.89	Good
	51% to 75%	20	2.20	Good
	76% to 100%	49	2.04	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.41	Good
	1 of my most important	61	2.00	Good
	No more important	37	2.03	Good
	Less important	11	2.09	Good
	1 of my least important	2	2.50	Fair
	I don't hunt waterfowl	17	1.71	Good

a. "Don't know" responses eliminated for purposes of this analysis.



Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		e. Adaptive Harvest Management (AHM) as a system of regulations recommendations		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	43	2.26	Good
	Non-Government Organization	26	2.42	Good
	Private business	3	2.67	Fair
	State/Provincial agency	71	2.35	Good
	University	4	2.25	Good
How long have you been active in waterfowl management?	0-1 year	4	1.50	Good
	2-5 years	14	2.21	Good
	6-10 years	26	2.46	Good
	11-20 years	38	2.39	Good
	21-30 years	46	2.35	Good
	More than 30 years	22	2.27	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.46	Good
	Administrator/Coordinator of a program	65	2.32	Good
	Biologist/Scientist	48	2.27	Good
	Researcher/Academic	5	2.20	Good
	Regulations Committee Member	5	2.60	Fair
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.36	Good
	Mississippi Flyway	31	2.45	Good
	Central Flyway	20	2.45	Good
	Pacific Flyway	22	2.36	Good
	National/multiple Flyways	35	2.31	Good
	Don't have habitat responsibilities	18	2.06	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.38	Good
	Mississippi Flyway	28	2.39	Good
	Central Flyway	19	2.32	Good
	Pacific Flyway	20	2.20	Good
	National/multiple Flyways	38	2.18	Good
	Don't have population responsibilities	22	2.50	Fair
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	1.00	Excellent
	1% to 25%	64	2.34	Good
	26% to 50%	18	2.28	Good
	51% to 75%	20	2.35	Good
	76% to 100%	47	2.36	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.45	Good
	1 of my most important	63	2.27	Good
	No more important	36	2.42	Good
	Less important	11	2.27	Good
	1 of my least important	3	3.00	Fair
	I don't hunt waterfowl	15	2.13	Good

a. "Don't know" responses eliminated for purposes of this analysis.

Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.		f. Waterfowl monitoring (e.g., surveys, banding, etc.)		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	46	1.83	Good
	Non-Government Organization	29	2.00	Good
	Private business	3	2.00	Good
	State/Provincial agency	73	1.84	Good
	University	4	1.50	Good
How long have you been active in waterfowl management?	0-1 year	5	2.00	Good
	2-5 years	17	1.88	Good
	6-10 years	26	2.04	Good
	11-20 years	40	1.98	Good
	21-30 years	48	1.73	Good
	More than 30 years	22	1.59	Good
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.00	Good
	Administrator/Coordinator of a program	70	1.81	Good
	Biologist/Scientist	50	1.76	Good
	Researcher/Academic	5	1.80	Good
	Regulations Committee Member	6	2.33	Good
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.00	Good
	Mississippi Flyway	31	1.74	Good
	Central Flyway	22	1.86	Good
	Pacific Flyway	25	1.96	Good
	National/multiple Flyways	37	1.81	Good
	Don't have habitat responsibilities	19	1.79	Good
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	1.95	Good
	Mississippi Flyway	28	1.71	Good
	Central Flyway	21	1.81	Good
	Pacific Flyway	23	2.04	Good
	National/multiple Flyways	39	1.85	Good
	Don't have population responsibilities	24	1.75	Good
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	1.00	Excellent
	1% to 25%	67	1.93	Good
	26% to 50%	20	1.85	Good
	51% to 75%	21	1.86	Good
	76% to 100%	49	1.76	Good
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.86	Good
	1 of my most important	66	1.70	Good
	No more important	38	2.13	Good
	Less important	11	1.91	Good
	1 of my least important	3	2.33	Good
	I don't hunt waterfowl	18	1.67	Good

a. "Don't know" responses eliminated for purposes of this analysis.

Items a through g: means based on 1="Needs major change," 2="Needs moderate change," 3="Needs minor change," 4="Fine as is"

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		a. Flyway system		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.84	Minor change
	Non-Government Organization	27	2.52	Minor change
	Private business	2	2.00	Moderate change
	State/Provincial agency	70	3.17	Minor change
	University	3	2.00	Moderate change
How long have you been active in waterfowl management?	0-1 year	2	2.50	Minor change
	2-5 years	15	3.13	Minor change
	6-10 years	23	3.04	Minor change
	11-20 years	40	2.75	Minor change
	21-30 years	47	3.02	Minor change
	More than 30 years	22	2.82	Minor change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.44	Moderate change
	Administrator/Coordinator of a program	66	3.11	Minor change
	Biologist/Scientist	48	3.02	Minor change
	Researcher/Academic	4	2.00	Moderate change
	Regulations Committee Member	5	2.60	Minor change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	20	3.30	Minor change
	Mississippi Flyway	30	3.00	Minor change
	Central Flyway	22	2.73	Minor change
	Pacific Flyway	22	3.27	Minor change
	National/multiple Flyways	37	2.73	Minor change
	Don't have habitat responsibilities	16	2.69	Minor change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.35	Minor change
	Mississippi Flyway	27	3.04	Minor change
	Central Flyway	21	2.62	Minor change
	Pacific Flyway	21	3.29	Minor change
	National/multiple Flyways	37	2.76	Minor change
	Don't have population responsibilities	21	2.62	Minor change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	0	.	.
	1% to 25%	61	2.85	Minor change
	26% to 50%	19	2.84	Minor change
	51% to 75%	21	2.86	Minor change
	76% to 100%	48	3.08	Minor change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.82	Minor change
	1 of my most important	64	3.11	Minor change
	No more important	36	3.00	Minor change
	Less important	10	2.40	Moderate change
	1 of my least important	2	3.00	Minor change
	I don't hunt waterfowl	15	2.47	Moderate change

a. "Don't know" responses eliminated for purposes of this analysis.

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		b. University training of waterfowl biologists		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	43	2.40	Moderate change
	Non-Government Organization	28	1.82	Moderate change
	Private business	2	2.00	Moderate change
	State/Provincial agency	63	2.63	Minor change
	University	4	2.25	Moderate change
How long have you been active in waterfowl management?	0-1 year	4	2.75	Minor change
	2-5 years	12	2.75	Minor change
	6-10 years	25	2.60	Minor change
	11-20 years	37	2.46	Moderate change
	21-30 years	44	2.32	Moderate change
	More than 30 years	21	1.86	Moderate change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.20	Moderate change
	Administrator/Coordinator of a program	59	2.68	Minor change
	Biologist/Scientist	48	2.17	Moderate change
	Researcher/Academic	5	2.00	Moderate change
	Regulations Committee Member	5	2.40	Moderate change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	18	2.78	Minor change
	Mississippi Flyway	27	2.52	Minor change
	Central Flyway	20	2.30	Moderate change
	Pacific Flyway	22	2.50	Minor change
	National/multiple Flyways	36	2.08	Moderate change
	Don't have habitat responsibilities	18	2.28	Moderate change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	18	2.89	Minor change
	Mississippi Flyway	25	2.36	Moderate change
	Central Flyway	19	2.32	Moderate change
	Pacific Flyway	20	2.45	Moderate change
	National/multiple Flyways	37	2.35	Moderate change
	Don't have population responsibilities	22	2.00	Moderate change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	1.00	Moderate change
	1% to 25%	58	2.69	Minor change
	26% to 50%	19	2.47	Moderate change
	51% to 75%	20	2.10	Moderate change
	76% to 100%	45	2.11	Moderate change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.14	Moderate change
	1 of my most important	60	2.13	Moderate change
	No more important	35	2.83	Minor change
	Less important	10	2.20	Moderate change
	1 of my least important	2	2.50	Minor change
	I don't hunt waterfowl	14	2.86	Minor change

a. "Don't know" responses eliminated for purposes of this analysis.

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		c. Joint Ventures		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	46	2.59	Minor change
	Non-Government Organization	30	2.33	Moderate change
	Private business	2	2.00	Moderate change
	State/Provincial agency	70	2.77	Minor change
	University	3	2.67	Minor change
How long have you been active in waterfowl management?	0-1 year	4	3.00	Minor change
	2-5 years	15	3.13	Minor change
	6-10 years	24	2.63	Minor change
	11-20 years	41	2.56	Minor change
	21-30 years	48	2.60	Minor change
	More than 30 years	22	2.41	Moderate change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.50	Minor change
	Administrator/Coordinator of a program	69	2.65	Minor change
	Biologist/Scientist	48	2.60	Minor change
	Researcher/Academic	4	2.50	Minor change
	Regulations Committee Member	6	3.00	Minor change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.76	Minor change
	Mississippi Flyway	30	2.83	Minor change
	Central Flyway	23	2.30	Moderate change
	Pacific Flyway	24	2.63	Minor change
	National/multiple Flyways	38	2.55	Minor change
	Don't have habitat responsibilities	16	2.81	Minor change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.86	Minor change
	Mississippi Flyway	26	2.81	Minor change
	Central Flyway	22	2.36	Minor change
	Pacific Flyway	22	2.64	Minor change
	National/multiple Flyways	38	2.61	Minor change
	Don't have population responsibilities	23	2.61	Minor change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	0	.	.
	1% to 25%	63	2.84	Minor change
	26% to 50%	21	2.52	Minor change
	51% to 75%	21	2.24	Moderate change
	76% to 100%	49	2.57	Minor change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.32	Moderate change
	1 of my most important	65	2.60	Minor change
	No more important	36	2.81	Minor change
	Less important	10	2.40	Moderate change
	1 of my least important	2	2.50	Minor change
	I don't hunt waterfowl	19	2.89	Minor change

a. "Don't know" responses eliminated for purposes of this analysis.

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		d. Collaboration between U.S. and Canada		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	42	2.60	Minor change
	Non-Government Organization	27	2.48	Moderate change
	Private business	2	2.00	Moderate change
	State/Provincial agency	66	2.98	Minor change
	University	3	1.67	Moderate change
How long have you been active in waterfowl management?	0-1 year	5	2.60	Minor change
	2-5 years	11	3.27	Minor change
	6-10 years	24	2.92	Minor change
	11-20 years	38	2.66	Minor change
	21-30 years	44	2.70	Minor change
	More than 30 years	21	2.52	Minor change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	24	2.63	Minor change
	Administrator/Coordinator of a program	64	2.80	Minor change
	Biologist/Scientist	47	2.83	Minor change
	Researcher/Academic	4	1.75	Moderate change
	Regulations Committee Member	4	2.50	Minor change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	2.95	Minor change
	Mississippi Flyway	29	2.93	Minor change
	Central Flyway	22	2.64	Minor change
	Pacific Flyway	22	2.91	Minor change
	National/multiple Flyways	32	2.50	Minor change
	Don't have habitat responsibilities	17	2.47	Moderate change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	19	3.00	Minor change
	Mississippi Flyway	27	2.96	Minor change
	Central Flyway	21	2.86	Minor change
	Pacific Flyway	20	2.85	Minor change
	National/multiple Flyways	36	2.58	Minor change
	Don't have population responsibilities	18	2.33	Minor change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Minor change
	1% to 25%	55	2.76	Minor change
	26% to 50%	19	2.68	Minor change
	51% to 75%	20	2.25	Moderate change
	76% to 100%	48	2.94	Minor change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.62	Minor change
	1 of my most important	60	2.80	Minor change
	No more important	34	2.68	Minor change
	Less important	10	2.70	Minor change
	1 of my least important	2	3.00	Minor change
	I don't hunt waterfowl	16	2.81	Minor change

a. "Don't know" responses eliminated for purposes of this analysis.

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		e. Adaptive Harvest Management (AHM) as a system of regulations recommendations		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	38	2.24	Moderate change
	Non-Government Organization	22	2.14	Moderate change
	Private business	2	2.50	Minor change
	State/Provincial agency	66	2.59	Minor change
	University	4	2.50	Minor change
How long have you been active in waterfowl management?	0-1 year	4	2.75	Minor change
	2-5 years	11	2.55	Minor change
	6-10 years	24	2.42	Moderate change
	11-20 years	34	2.41	Moderate change
	21-30 years	42	2.48	Moderate change
	More than 30 years	20	2.30	Moderate change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	23	2.00	Moderate change
	Administrator/Coordinator of a program	59	2.59	Minor change
	Biologist/Scientist	42	2.40	Moderate change
	Researcher/Academic	5	2.40	Moderate change
	Regulations Committee Member	5	2.80	Minor change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	18	2.56	Minor change
	Mississippi Flyway	28	2.68	Minor change
	Central Flyway	19	2.32	Moderate change
	Pacific Flyway	21	2.43	Moderate change
	National/multiple Flyways	31	2.23	Moderate change
	Don't have habitat responsibilities	16	2.38	Moderate change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	18	2.50	Minor change
	Mississippi Flyway	27	2.78	Minor change
	Central Flyway	18	2.50	Minor change
	Pacific Flyway	18	2.33	Moderate change
	National/multiple Flyways	34	2.32	Moderate change
	Don't have population responsibilities	18	2.11	Moderate change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Minor change
	1% to 25%	57	2.40	Moderate change
	26% to 50%	18	2.50	Minor change
	51% to 75%	17	2.35	Moderate change
	76% to 100%	42	2.48	Moderate change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	19	2.32	Moderate change
	1 of my most important	59	2.54	Minor change
	No more important	33	2.24	Moderate change
	Less important	10	2.40	Moderate change
	1 of my least important	2	3.50	Minor change
	I don't hunt waterfowl	12	2.50	Minor change

a. "Don't know" responses eliminated for purposes of this analysis.

To what extent will change be required in each of the following to achieve future advances in waterfowl management?		f. Waterfowl monitoring (e.g., surveys, banding, etc.)		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	45	2.29	Moderate change
	Non-Government Organization	29	2.48	Moderate change
	Private business	2	2.00	Moderate change
	State/Provincial agency	70	2.86	Minor change
	University	3	2.67	Minor change
How long have you been active in waterfowl management?	0-1 year	5	1.80	Moderate change
	2-5 years	16	2.69	Minor change
	6-10 years	24	2.63	Minor change
	11-20 years	39	2.62	Minor change
	21-30 years	47	2.64	Minor change
	More than 30 years	21	2.67	Minor change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.52	Minor change
	Administrator/Coordinator of a program	67	2.79	Minor change
	Biologist/Scientist	49	2.45	Moderate change
	Researcher/Academic	4	2.25	Moderate change
	Regulations Committee Member	6	2.33	Moderate change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.62	Minor change
	Mississippi Flyway	30	2.80	Minor change
	Central Flyway	22	2.41	Moderate change
	Pacific Flyway	24	2.58	Minor change
	National/multiple Flyways	37	2.70	Minor change
	Don't have habitat responsibilities	17	2.41	Moderate change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.55	Minor change
	Mississippi Flyway	27	2.70	Minor change
	Central Flyway	20	2.55	Minor change
	Pacific Flyway	22	2.50	Minor change
	National/multiple Flyways	38	2.53	Minor change
	Don't have population responsibilities	23	2.87	Minor change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Minor change
	1% to 25%	61	2.62	Minor change
	26% to 50%	21	2.62	Minor change
	51% to 75%	21	2.43	Moderate change
	76% to 100%	48	2.67	Minor change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.48	Moderate change
	1 of my most important	65	2.77	Minor change
	No more important	36	2.39	Moderate change
	Less important	11	2.55	Minor change
	1 of my least important	2	3.50	Minor change
	I don't hunt waterfowl	17	2.59	Minor change

a. "Don't know" responses eliminated for purposes of this analysis.



To what extent will change be required in each of the following to achieve future advances in waterfowl management?		g. "Coherence" as a waterfowl management concept		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	27	1.85	Moderate change
	Non-Government Organization	14	2.14	Moderate change
	Private business	2	2.50	Minor change
	State/Provincial agency	34	2.26	Moderate change
	University	3	1.67	Moderate change
How long have you been active in waterfowl management?	0-1 year	3	2.00	Moderate change
	2-5 years	4	2.00	Moderate change
	6-10 years	16	2.13	Moderate change
	11-20 years	23	2.13	Moderate change
	21-30 years	22	2.23	Moderate change
	More than 30 years	14	2.07	Moderate change
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	13	2.15	Moderate change
	Administrator/Coordinator of a program	31	2.35	Moderate change
	Biologist/Scientist	34	2.00	Moderate change
	Researcher/Academic	3	1.67	Moderate change
	Regulations Committee Member	1	1.00	Major change
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	9	2.22	Moderate change
	Mississippi Flyway	12	2.25	Moderate change
	Central Flyway	14	2.07	Moderate change
	Pacific Flyway	10	2.60	Minor change
	National/multiple Flyways	24	2.21	Moderate change
	Don't have habitat responsibilities	12	1.50	Moderate change
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	9	2.22	Moderate change
	Mississippi Flyway	14	2.07	Moderate change
	Central Flyway	11	2.27	Moderate change
	Pacific Flyway	9	2.33	Moderate change
	National/multiple Flyways	27	2.00	Moderate change
	Don't have population responsibilities	11	2.09	Moderate change
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	0	.	.
	1% to 25%	26	2.50	Minor change
	26% to 50%	12	1.83	Moderate change
	51% to 75%	12	1.67	Moderate change
	76% to 100%	32	2.13	Moderate change
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	16	2.00	Moderate change
	1 of my most important	35	2.11	Moderate change
	No more important	17	2.47	Moderate change
	Less important	7	2.29	Moderate change
	1 of my least important	0	.	.
	I don't hunt waterfowl	7	1.57	Moderate change

a. "Don't know" responses eliminated for purposes of this analysis.

Items a through m: means based on 1="High success," 2="Medium success," 3="Low success," 4="No success." "Don't know" responses eliminated for purposes of this analysis.

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		a. Simplified waterfowl regulations		
		Valid N	Mean <sup>a</sup>	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.50	Low success
	Non-Government Organization	27	2.37	Medium success
	Private business	3	2.00	Medium success
	State/Provincial agency	71	2.75	Low success
	University	4	2.25	Medium success
How long have you been active in waterfowl management?	0-1 year	4	2.00	Medium success
	2-5 years	16	2.50	Low success
	6-10 years	25	2.76	Low success
	11-20 years	39	2.56	Low success
	21-30 years	46	2.59	Low success
	More than 30 years	22	2.55	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.37	Medium success
	Administrator/Coordinator of a program	66	2.53	Low success
	Biologist/Scientist	48	2.77	Low success
	Researcher/Academic	5	2.40	Medium success
	Regulations Committee Member	5	2.60	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.64	Low success
	Mississippi Flyway	31	2.48	Medium success
	Central Flyway	20	3.05	Low success
	Pacific Flyway	22	2.64	Low success
	National/multiple Flyways	36	2.31	Medium success
	Don't have habitat responsibilities	19	2.53	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.62	Low success
	Mississippi Flyway	28	2.54	Low success
	Central Flyway	20	3.10	Low success
	Pacific Flyway	20	2.65	Low success
	National/multiple Flyways	38	2.42	Medium success
	Don't have population responsibilities	23	2.35	Medium success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	65	2.43	Medium success
	26% to 50%	19	2.68	Low success
	51% to 75%	21	2.67	Low success
	76% to 100%	46	2.72	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.86	Low success
	1 of my most important	66	2.59	Low success
	No more important	35	2.49	Medium success
	Less important	11	2.27	Medium success
	1 of my least important	3	3.00	Low success
	I don't hunt waterfowl	15	2.47	Medium success

a. "Don't know" responses eliminated for purposes of this analysis.

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?	b. Goals for harvest and habitat management that are complementary and consistent			
	Valid N	Mean	Word anchor	
What is your primary employment affiliation?	Federal agency	45	2.82	Low success
	Non-Government Organization	28	3.18	Low success
	Private business	3	2.33	Medium success
	State/Provincial agency	71	2.68	Low success
	University	4	3.00	Low success
How long have you been active in waterfowl management?	0-1 year	4	2.00	Medium success
	2-5 years	17	2.82	Low success
	6-10 years	25	2.64	Low success
	11-20 years	39	3.05	Low success
	21-30 years	47	2.87	Low success
	More than 30 years	22	2.55	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.44	Medium success
	Administrator/Coordinator of a program	66	2.85	Low success
	Biologist/Scientist	50	2.88	Low success
	Researcher/Academic	5	3.00	Low success
	Regulations Committee Member	5	3.40	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.64	Low success
	Mississippi Flyway	31	2.71	Low success
	Central Flyway	21	2.95	Low success
	Pacific Flyway	21	2.57	Low success
	National/multiple Flyways	38	3.00	Low success
	Don't have habitat responsibilities	19	2.84	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.67	Low success
	Mississippi Flyway	28	2.54	Low success
	Central Flyway	20	2.95	Low success
	Pacific Flyway	19	2.53	Low success
	National/multiple Flyways	39	2.87	Low success
	Don't have population responsibilities	25	3.16	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	65	2.69	Low success
	26% to 50%	20	2.95	Low success
	51% to 75%	20	2.90	Low success
	76% to 100%	48	2.88	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	3.05	Low success
	1 of my most important	66	2.77	Low success
	No more important	36	2.72	Low success
	Less important	12	2.92	Low success
	1 of my least important	3	2.33	Medium success
	I don't hunt waterfowl	15	2.80	Low success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		c. Monitoring waterfowl hunter expectations and satisfactions		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	42	2.45	Medium success
	Non-Government Organization	27	2.81	Low success
	Private business	3	2.33	Medium success
	State/Provincial agency	72	2.51	Low success
	University	4	2.75	Low success
How long have you been active in waterfowl management?	0-1 year	3	2.00	Medium success
	2-5 years	15	2.47	Medium success
	6-10 years	26	2.62	Low success
	11-20 years	39	2.54	Low success
	21-30 years	45	2.51	Low success
	More than 30 years	22	2.73	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.52	Low success
	Administrator/Coordinator of a program	66	2.55	Low success
	Biologist/Scientist	46	2.54	Low success
	Researcher/Academic	5	2.60	Low success
	Regulations Committee Member	5	3.00	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.43	Medium success
	Mississippi Flyway	31	2.58	Low success
	Central Flyway	20	2.50	Low success
	Pacific Flyway	22	2.41	Medium success
	National/multiple Flyways	35	2.71	Low success
	Don't have habitat responsibilities	19	2.47	Medium success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.40	Medium success
	Mississippi Flyway	28	2.57	Low success
	Central Flyway	19	2.63	Low success
	Pacific Flyway	20	2.40	Medium success
	National/multiple Flyways	37	2.49	Medium success
	Don't have population responsibilities	24	2.83	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	1.00	High success
	1% to 25%	65	2.48	Medium success
	26% to 50%	19	2.58	Low success
	51% to 75%	19	2.58	Low success
	76% to 100%	46	2.67	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.57	Low success
	1 of my most important	66	2.56	Low success
	No more important	37	2.49	Medium success
	Less important	12	2.83	Low success
	1 of my least important	3	2.33	Medium success
	I don't hunt waterfowl	11	2.45	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		d. Incorporating hunter satisfaction metrics into waterfowl management goals		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	41	2.68	Low success
	Non-Government Organization	27	3.04	Low success
	Private business	3	2.33	Medium success
	State/Provincial agency	69	2.93	Low success
	University	4	3.50	No success
How long have you been active in waterfowl management?	0-1 year	3	2.33	Medium success
	2-5 years	14	2.57	Low success
	6-10 years	25	2.96	Low success
	11-20 years	40	2.95	Low success
	21-30 years	43	2.86	Low success
	More than 30 years	21	3.05	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.65	Low success
	Administrator/Coordinator of a program	62	2.85	Low success
	Biologist/Scientist	47	2.94	Low success
	Researcher/Academic	5	3.20	Low success
	Regulations Committee Member	5	3.80	No success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	20	2.80	Low success
	Mississippi Flyway	31	2.87	Low success
	Central Flyway	20	3.00	Low success
	Pacific Flyway	21	2.76	Low success
	National/multiple Flyways	34	2.94	Low success
	Don't have habitat responsibilities	19	2.95	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	19	2.74	Low success
	Mississippi Flyway	28	2.93	Low success
	Central Flyway	19	2.95	Low success
	Pacific Flyway	19	2.79	Low success
	National/multiple Flyways	37	2.84	Low success
	Don't have population responsibilities	22	3.14	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	62	2.76	Low success
	26% to 50%	18	2.89	Low success
	51% to 75%	19	2.79	Low success
	76% to 100%	46	3.13	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	3.23	Low success
	1 of my most important	65	2.86	Low success
	No more important	34	2.85	Low success
	Less important	12	3.00	Low success
	1 of my least important	3	2.67	Low success
	I don't hunt waterfowl	10	2.40	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		e. Management coherence among waterfowl populations, habitat, and hunter participation.		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	36	2.75	Low success
	Non-Government Organization	26	3.08	Low success
	Private business	3	2.33	Medium success
	State/Provincial agency	64	2.88	Low success
	University	3	3.67	No success
How long have you been active in waterfowl management?	0-1 year	4	2.50	Low success
	2-5 years	12	2.83	Low success
	6-10 years	21	2.86	Low success
	11-20 years	37	3.14	Low success
	21-30 years	40	2.85	Low success
	More than 30 years	21	2.62	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	19	2.63	Low success
	Administrator/Coordinator of a program	58	2.83	Low success
	Biologist/Scientist	48	2.96	Low success
	Researcher/Academic	4	3.50	No success
	Regulations Committee Member	5	3.40	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	16	2.81	Low success
	Mississippi Flyway	28	2.89	Low success
	Central Flyway	18	2.94	Low success
	Pacific Flyway	22	2.59	Low success
	National/multiple Flyways	33	3.00	Low success
	Don't have habitat responsibilities	17	3.00	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	16	2.81	Low success
	Mississippi Flyway	26	2.92	Low success
	Central Flyway	16	2.94	Low success
	Pacific Flyway	20	2.60	Low success
	National/multiple Flyways	37	2.84	Low success
	Don't have population responsibilities	18	3.28	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Low success
	1% to 25%	51	2.82	Low success
	26% to 50%	19	2.79	Low success
	51% to 75%	19	2.89	Low success
	76% to 100%	45	2.98	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.90	Low success
	1 of my most important	61	2.95	Low success
	No more important	31	2.84	Low success
	Less important	11	2.91	Low success
	1 of my least important	2	2.50	Low success
	I don't hunt waterfowl	9	2.56	Low success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		f. Institutional arrangements that will support waterfowl management into the future		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	41	2.10	Medium success
	Non-Government Organization	28	2.50	Low success
	Private business	3	1.67	Medium success
	State/Provincial agency	67	2.30	Medium success
	University	4	2.50	Low success
How long have you been active in waterfowl management?	0-1 year	3	2.33	Medium success
	2-5 years	15	2.20	Medium success
	6-10 years	24	2.13	Medium success
	11-20 years	35	2.34	Medium success
	21-30 years	48	2.31	Medium success
	More than 30 years	21	2.33	Medium success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.31	Medium success
	Administrator/Coordinator of a program	61	2.21	Medium success
	Biologist/Scientist	49	2.27	Medium success
	Researcher/Academic	5	2.60	Low success
	Regulations Committee Member	5	2.80	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	2.26	Medium success
	Mississippi Flyway	31	2.29	Medium success
	Central Flyway	19	2.16	Medium success
	Pacific Flyway	21	2.29	Medium success
	National/multiple Flyways	35	2.37	Medium success
	Don't have habitat responsibilities	19	2.21	Medium success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	19	2.21	Medium success
	Mississippi Flyway	28	2.36	Medium success
	Central Flyway	19	2.21	Medium success
	Pacific Flyway	19	2.11	Medium success
	National/multiple Flyways	38	2.21	Medium success
	Don't have population responsibilities	21	2.57	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Low success
	1% to 25%	60	2.23	Medium success
	26% to 50%	19	2.42	Medium success
	51% to 75%	20	2.25	Medium success
	76% to 100%	46	2.28	Medium success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.23	Medium success
	1 of my most important	62	2.31	Medium success
	No more important	35	2.29	Medium success
	Less important	11	2.64	Low success
	1 of my least important	3	2.00	Medium success
	I don't hunt waterfowl	13	2.00	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		g. Understanding life history of waterfowl		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	1.60	Medium success
	Non-Government Organization	30	1.63	Medium success
	Private business	3	1.67	Medium success
	State/Provincial agency	73	1.55	Medium success
	University	4	2.00	Medium success
How long have you been active in waterfowl management?	0-1 year	5	1.80	Medium success
	2-5 years	17	1.41	High success
	6-10 years	26	1.58	Medium success
	11-20 years	41	1.66	Medium success
	21-30 years	49	1.59	Medium success
	More than 30 years	22	1.59	Medium success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	1.52	Medium success
	Administrator/Coordinator of a program	71	1.66	Medium success
	Biologist/Scientist	50	1.46	High success
	Researcher/Academic	5	2.00	Medium success
	Regulations Committee Member	6	1.83	Medium success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	1.50	Medium success
	Mississippi Flyway	31	1.61	Medium success
	Central Flyway	23	1.57	Medium success
	Pacific Flyway	25	1.52	Medium success
	National/multiple Flyways	38	1.66	Medium success
	Don't have habitat responsibilities	19	1.53	Medium success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	1.52	Medium success
	Mississippi Flyway	28	1.64	Medium success
	Central Flyway	22	1.73	Medium success
	Pacific Flyway	23	1.61	Medium success
	National/multiple Flyways	39	1.54	Medium success
	Don't have population responsibilities	25	1.52	Medium success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	67	1.51	Medium success
	26% to 50%	21	1.86	Medium success
	51% to 75%	21	1.62	Medium success
	76% to 100%	50	1.58	Medium success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.50	Medium success
	1 of my most important	66	1.62	Medium success
	No more important	38	1.58	Medium success
	Less important	12	1.50	Medium success
	1 of my least important	3	1.67	Medium success
	I don't hunt waterfowl	19	1.68	Medium success



What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?	h. Understanding private landowners' expectations			
	Valid N	Mean	Word anchor	
What is your primary employment affiliation?	Federal agency	45	2.36	Medium success
	Non-Government Organization	30	2.33	Medium success
	Private business	3	2.67	Low success
	State/Provincial agency	65	2.35	Medium success
	University	4	3.00	Low success
How long have you been active in waterfowl management?	0-1 year	4	2.25	Medium success
	2-5 years	14	2.29	Medium success
	6-10 years	25	2.40	Medium success
	11-20 years	40	2.50	Low success
	21-30 years	46	2.33	Medium success
	More than 30 years	21	2.29	Medium success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.07	Medium success
	Administrator/Coordinator of a program	65	2.34	Medium success
	Biologist/Scientist	46	2.46	Medium success
	Researcher/Academic	5	2.80	Low success
	Regulations Committee Member	6	3.17	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	18	2.22	Medium success
	Mississippi Flyway	30	2.40	Medium success
	Central Flyway	21	2.29	Medium success
	Pacific Flyway	24	2.17	Medium success
	National/multiple Flyways	36	2.50	Low success
	Don't have habitat responsibilities	19	2.63	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	18	2.17	Medium success
	Mississippi Flyway	27	2.48	Medium success
	Central Flyway	20	2.30	Medium success
	Pacific Flyway	22	2.05	Medium success
	National/multiple Flyways	37	2.51	Low success
	Don't have population responsibilities	24	2.46	Medium success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Low success
	1% to 25%	63	2.27	Medium success
	26% to 50%	20	2.65	Low success
	51% to 75%	19	2.47	Medium success
	76% to 100%	47	2.34	Medium success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.52	Low success
	1 of my most important	62	2.40	Medium success
	No more important	35	2.23	Medium success
	Less important	12	2.42	Medium success
	1 of my least important	3	2.67	Low success
	I don't hunt waterfowl	17	2.29	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		i. Rallying the conservation initiative of the waterfowl hunting community (harvest-oriented users)		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.11	Medium success
	Non-Government Organization	29	2.21	Medium success
	Private business	3	2.00	Medium success
	State/Provincial agency	70	2.37	Medium success
	University	4	2.50	Low success
How long have you been active in waterfowl management?	0-1 year	4	2.00	Medium success
	2-5 years	15	2.00	Medium success
	6-10 years	26	2.38	Medium success
	11-20 years	41	2.32	Medium success
	21-30 years	47	2.09	Medium success
	More than 30 years	22	2.50	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.30	Medium success
	Administrator/Coordinator of a program	68	2.29	Medium success
	Biologist/Scientist	49	2.12	Medium success
	Researcher/Academic	5	2.40	Medium success
	Regulations Committee Member	5	2.40	Medium success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.29	Medium success
	Mississippi Flyway	31	2.29	Medium success
	Central Flyway	22	2.59	Low success
	Pacific Flyway	23	2.13	Medium success
	National/multiple Flyways	37	2.11	Medium success
	Don't have habitat responsibilities	19	2.05	Medium success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.24	Medium success
	Mississippi Flyway	28	2.39	Medium success
	Central Flyway	21	2.62	Low success
	Pacific Flyway	21	2.29	Medium success
	National/multiple Flyways	38	2.00	Medium success
	Don't have population responsibilities	24	2.08	Medium success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Low success
	1% to 25%	64	2.27	Medium success
	26% to 50%	20	2.20	Medium success
	51% to 75%	20	2.15	Medium success
	76% to 100%	50	2.26	Medium success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.23	Medium success
	1 of my most important	66	2.29	Medium success
	No more important	37	2.24	Medium success
	Less important	11	2.27	Medium success
	1 of my least important	3	3.00	Low success
	I don't hunt waterfowl	16	1.94	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		j. Rallying the conservation initiative of aesthetic-oriented wetland conservationists		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.68	Low success
	Non-Government Organization	30	2.93	Low success
	Private business	3	3.00	Low success
	State/Provincial agency	69	2.81	Low success
	University	4	3.25	Low success
How long have you been active in waterfowl management?	0-1 year	5	3.00	Low success
	2-5 years	15	2.60	Low success
	6-10 years	25	2.92	Low success
	11-20 years	41	2.88	Low success
	21-30 years	48	2.75	Low success
	More than 30 years	22	2.77	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.67	Low success
	Administrator/Coordinator of a program	69	2.80	Low success
	Biologist/Scientist	48	2.88	Low success
	Researcher/Academic	5	3.20	Low success
	Regulations Committee Member	6	2.83	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	2.37	Medium success
	Mississippi Flyway	31	3.00	Low success
	Central Flyway	23	3.00	Low success
	Pacific Flyway	25	2.60	Low success
	National/multiple Flyways	37	2.78	Low success
	Don't have habitat responsibilities	19	2.95	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.40	Medium success
	Mississippi Flyway	28	2.96	Low success
	Central Flyway	22	3.09	Low success
	Pacific Flyway	23	2.61	Low success
	National/multiple Flyways	37	2.70	Low success
	Don't have population responsibilities	24	3.04	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	No success
	1% to 25%	64	2.83	Low success
	26% to 50%	21	2.71	Low success
	51% to 75%	20	2.65	Low success
	76% to 100%	50	2.86	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.90	Low success
	1 of my most important	66	2.85	Low success
	No more important	37	2.68	Low success
	Less important	11	3.00	Low success
	1 of my least important	3	2.67	Low success
	I don't hunt waterfowl	18	2.72	Low success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		k. Clear process for setting/revising population goals		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	2.78	Low success
	Non-Government Organization	29	2.79	Low success
	Private business	3	2.33	Medium success
	State/Provincial agency	68	2.82	Low success
	University	3	3.33	Low success
How long have you been active in waterfowl management?	0-1 year	4	2.50	Low success
	2-5 years	16	2.56	Low success
	6-10 years	24	2.71	Low success
	11-20 years	41	2.98	Low success
	21-30 years	46	2.87	Low success
	More than 30 years	21	2.67	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.59	Low success
	Administrator/Coordinator of a program	65	2.75	Low success
	Biologist/Scientist	50	2.88	Low success
	Researcher/Academic	4	3.25	Low success
	Regulations Committee Member	5	3.40	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.57	Low success
	Mississippi Flyway	30	2.93	Low success
	Central Flyway	20	2.75	Low success
	Pacific Flyway	23	2.65	Low success
	National/multiple Flyways	38	2.79	Low success
	Don't have habitat responsibilities	18	3.06	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.55	Low success
	Mississippi Flyway	27	2.89	Low success
	Central Flyway	20	2.75	Low success
	Pacific Flyway	21	2.67	Low success
	National/multiple Flyways	39	2.79	Low success
	Don't have population responsibilities	23	3.09	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	63	2.73	Low success
	26% to 50%	18	3.00	Low success
	51% to 75%	21	2.76	Low success
	76% to 100%	49	2.86	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.73	Low success
	1 of my most important	64	2.92	Low success
	No more important	37	2.68	Low success
	Less important	12	2.75	Low success
	1 of my least important	1	3.00	Low success
	I don't hunt waterfowl	16	2.75	Low success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		I. Conservation of waterfowl habitats		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	2.11	Medium success
	Non-Government Organization	30	1.97	Medium success
	Private business	3	2.00	Medium success
	State/Provincial agency	73	2.15	Medium success
	University	4	2.75	Low success
How long have you been active in waterfowl management?	0-1 year	5	2.20	Medium success
	2-5 years	17	2.12	Medium success
	6-10 years	26	2.15	Medium success
	11-20 years	41	2.17	Medium success
	21-30 years	48	2.08	Medium success
	More than 30 years	22	2.00	Medium success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	1.89	Medium success
	Administrator/Coordinator of a program	71	2.10	Medium success
	Biologist/Scientist	49	2.14	Medium success
	Researcher/Academic	5	2.60	Low success
	Regulations Committee Member	6	2.67	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.05	Medium success
	Mississippi Flyway	31	2.03	Medium success
	Central Flyway	23	2.22	Medium success
	Pacific Flyway	25	2.04	Medium success
	National/multiple Flyways	37	2.11	Medium success
	Don't have habitat responsibilities	19	2.21	Medium success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.00	Medium success
	Mississippi Flyway	28	2.04	Medium success
	Central Flyway	22	2.32	Medium success
	Pacific Flyway	23	2.04	Medium success
	National/multiple Flyways	38	2.18	Medium success
	Don't have population responsibilities	25	2.08	Medium success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Medium success
	1% to 25%	67	2.16	Medium success
	26% to 50%	21	2.19	Medium success
	51% to 75%	20	2.05	Medium success
	76% to 100%	50	2.04	Medium success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.09	Medium success
	1 of my most important	66	2.09	Medium success
	No more important	38	2.08	Medium success
	Less important	12	2.00	Medium success
	1 of my least important	3	2.67	Low success
	I don't hunt waterfowl	18	2.28	Medium success

What is the degree of success you think we've attained with each of the following attributes of waterfowl management in North America?		m. Balancing population objectives among species		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	40	2.50	Low success
	Non-Government Organization	27	2.74	Low success
	Private business	3	2.67	Low success
	State/Provincial agency	68	2.62	Low success
	University	3	3.00	Low success
How long have you been active in waterfowl management?	0-1 year	5	2.80	Low success
	2-5 years	16	2.81	Low success
	6-10 years	23	2.61	Low success
	11-20 years	33	2.58	Low success
	21-30 years	46	2.59	Low success
	More than 30 years	21	2.52	Low success
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.40	Medium success
	Administrator/Coordinator of a program	64	2.56	Low success
	Biologist/Scientist	46	2.72	Low success
	Researcher/Academic	4	2.75	Low success
	Regulations Committee Member	5	3.20	Low success
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.45	Medium success
	Mississippi Flyway	30	2.73	Low success
	Central Flyway	19	2.79	Low success
	Pacific Flyway	19	2.37	Low success
	National/multiple Flyways	34	2.68	Low success
	Don't have habitat responsibilities	18	2.50	Low success
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.48	Medium success
	Mississippi Flyway	27	2.74	Low success
	Central Flyway	20	2.75	Low success
	Pacific Flyway	17	2.35	Medium success
	National/multiple Flyways	37	2.49	Medium success
	Don't have population responsibilities	20	2.85	Low success
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Low success
	1% to 25%	61	2.54	Low success
	26% to 50%	18	2.61	Low success
	51% to 75%	17	2.35	Medium success
	76% to 100%	47	2.79	Low success
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.62	Low success
	1 of my most important	61	2.62	Low success
	No more important	37	2.49	Medium success
	Less important	10	2.70	Low success
	1 of my least important	1	3.00	Low success
	I don't hunt waterfowl	14	2.79	Low success

**Remaining items: means based on 1="Strongly agree," 2="Somewhat agree," 3="Neutral," 4="Somewhat disagree, 5="Strongly disagree." "Don't know" responses eliminated for purposes of this analysis.**

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		a. Resources dedicated to waterfowl habitat conservation should be re-allocated among important waterfowl landscapes		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.11	Somewhat agree
	Non-Government Organization	30	1.80	Somewhat agree
	Private business	2	2.00	Somewhat agree
	State/Provincial agency	68	2.41	Somewhat agree
	University	3	2.67	Neutral
How long have you been active in waterfowl management?	0-1 year	5	2.20	Somewhat agree
	2-5 years	12	2.25	Somewhat agree
	6-10 years	24	2.29	Somewhat agree
	11-20 years	40	2.30	Somewhat agree
	21-30 years	48	2.15	Somewhat agree
	More than 30 years	21	1.95	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	24	2.54	Neutral
	Administrator/Coordinator of a program	67	2.12	Somewhat agree
	Biologist/Scientist	48	2.06	Somewhat agree
	Researcher/Academic	4	2.50	Neutral
	Regulations Committee Member	6	2.50	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	18	2.67	Neutral
	Mississippi Flyway	29	2.28	Somewhat agree
	Central Flyway	23	1.74	Somewhat agree
	Pacific Flyway	24	2.67	Neutral
	National/multiple Flyways	37	2.03	Somewhat agree
	Don't have habitat responsibilities	17	1.82	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	18	2.44	Somewhat agree
	Mississippi Flyway	27	2.37	Somewhat agree
	Central Flyway	22	1.86	Somewhat agree
	Pacific Flyway	22	2.82	Neutral
	National/multiple Flyways	36	1.94	Somewhat agree
	Don't have population responsibilities	23	1.96	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Neutral
	1% to 25%	59	2.42	Somewhat agree
	26% to 50%	21	2.10	Somewhat agree
	51% to 75%	20	2.05	Somewhat agree
	76% to 100%	49	2.00	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	1.86	Somewhat agree
	1 of my most important	64	2.11	Somewhat agree
	No more important	35	2.54	Neutral
	Less important	11	2.27	Somewhat agree
	1 of my least important	3	2.33	Somewhat agree
	I don't hunt waterfowl	16	2.13	Somewhat agree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		b. An inordinate amount of time is spent on the annual regulations setting process		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.11	Somewhat agree
	Non-Government Organization	27	1.63	Somewhat agree
	Private business	3	2.33	Somewhat agree
	State/Provincial agency	71	2.31	Somewhat agree
	University	4	2.00	Somewhat agree
How long have you been active in waterfowl management?	0-1 year	4	1.50	Somewhat agree
	2-5 years	17	2.35	Somewhat agree
	6-10 years	25	2.28	Somewhat agree
	11-20 years	38	2.18	Somewhat agree
	21-30 years	46	2.02	Somewhat agree
	More than 30 years	22	2.00	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.12	Somewhat agree
	Administrator/Coordinator of a program	66	2.02	Somewhat agree
	Biologist/Scientist	49	2.20	Somewhat agree
	Researcher/Academic	5	2.20	Somewhat agree
	Regulations Committee Member	5	2.60	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.64	Neutral
	Mississippi Flyway	30	2.10	Somewhat agree
	Central Flyway	22	2.09	Somewhat agree
	Pacific Flyway	21	2.33	Somewhat agree
	National/multiple Flyways	36	1.83	Somewhat agree
	Don't have habitat responsibilities	19	1.95	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.57	Neutral
	Mississippi Flyway	27	2.15	Somewhat agree
	Central Flyway	22	2.05	Somewhat agree
	Pacific Flyway	19	2.42	Somewhat agree
	National/multiple Flyways	39	2.10	Somewhat agree
	Don't have population responsibilities	22	1.64	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	0	.	.
	1% to 25%	65	2.09	Somewhat agree
	26% to 50%	19	2.26	Somewhat agree
	51% to 75%	20	2.00	Somewhat agree
	76% to 100%	48	2.17	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	1.90	Somewhat agree
	1 of my most important	64	2.08	Somewhat agree
	No more important	36	2.36	Somewhat agree
	Less important	11	1.91	Somewhat agree
	1 of my least important	3	2.00	Somewhat agree
	I don't hunt waterfowl	17	2.24	Somewhat agree



Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		c. Greater attention should be placed on monitoring and evaluation		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	1.68	Somewhat agree
	Non-Government Organization	30	1.87	Somewhat agree
	Private business	3	2.33	Somewhat agree
	State/Provincial agency	73	2.27	Somewhat agree
	University	4	2.00	Somewhat agree
How long have you been active in waterfowl management?	0-1 year	5	1.80	Somewhat agree
	2-5 years	17	2.29	Somewhat agree
	6-10 years	26	2.27	Somewhat agree
	11-20 years	41	1.95	Somewhat agree
	21-30 years	49	1.94	Somewhat agree
	More than 30 years	22	1.82	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.19	Somewhat agree
	Administrator/Coordinator of a program	71	2.10	Somewhat agree
	Biologist/Scientist	50	1.78	Somewhat agree
	Researcher/Academic	5	1.80	Somewhat agree
	Regulations Committee Member	6	2.33	Somewhat agree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.18	Somewhat agree
	Mississippi Flyway	31	2.00	Somewhat agree
	Central Flyway	23	2.00	Somewhat agree
	Pacific Flyway	25	1.96	Somewhat agree
	National/multiple Flyways	38	1.97	Somewhat agree
	Don't have habitat responsibilities	19	2.00	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.14	Somewhat agree
	Mississippi Flyway	28	2.07	Somewhat agree
	Central Flyway	22	2.00	Somewhat agree
	Pacific Flyway	23	1.91	Somewhat agree
	National/multiple Flyways	39	2.03	Somewhat agree
	Don't have population responsibilities	25	1.84	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Somewhat disagree
	1% to 25%	67	2.18	Somewhat agree
	26% to 50%	21	1.90	Somewhat agree
	51% to 75%	21	1.62	Somewhat agree
	76% to 100%	50	1.96	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.95	Somewhat agree
	1 of my most important	66	1.94	Somewhat agree
	No more important	38	2.03	Somewhat agree
	Less important	12	2.50	Neutral
	1 of my least important	3	2.33	Somewhat agree
	I don't hunt waterfowl	19	1.95	Somewhat agree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		d. Attention to waterfowl and wetlands protection and management has declined at the federal level		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.55	Neutral
	Non-Government Organization	30	1.63	Somewhat agree
	Private business	3	2.33	Somewhat agree
	State/Provincial agency	71	2.17	Somewhat agree
	University	4	2.00	Somewhat agree
How long have you been active in waterfowl management?	0-1 year	4	3.00	Neutral
	2-5 years	16	2.56	Neutral
	6-10 years	26	2.19	Somewhat agree
	11-20 years	41	2.32	Somewhat agree
	21-30 years	49	2.04	Somewhat agree
	More than 30 years	22	1.86	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.12	Somewhat agree
	Administrator/Coordinator of a program	71	2.28	Somewhat agree
	Biologist/Scientist	50	2.16	Somewhat agree
	Researcher/Academic	5	2.00	Somewhat agree
	Regulations Committee Member	6	1.67	Somewhat agree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.71	Neutral
	Mississippi Flyway	30	2.13	Somewhat agree
	Central Flyway	23	1.96	Somewhat agree
	Pacific Flyway	25	2.08	Somewhat agree
	National/multiple Flyways	38	2.11	Somewhat agree
	Don't have habitat responsibilities	19	2.32	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.85	Neutral
	Mississippi Flyway	27	2.00	Somewhat agree
	Central Flyway	22	2.09	Somewhat agree
	Pacific Flyway	23	1.96	Somewhat agree
	National/multiple Flyways	39	2.41	Somewhat agree
	Don't have population responsibilities	25	1.84	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	0	.	.
	1% to 25%	66	2.32	Somewhat agree
	26% to 50%	21	2.48	Somewhat agree
	51% to 75%	21	1.90	Somewhat agree
	76% to 100%	50	2.02	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.86	Somewhat agree
	1 of my most important	66	2.20	Somewhat agree
	No more important	38	2.08	Somewhat agree
	Less important	11	1.73	Somewhat agree
	1 of my least important	3	2.33	Somewhat agree
	I don't hunt waterfowl	18	3.06	Neutral

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		e. Attention to waterfowl and wetlands protection and management has declined at the state/province level		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	2.54	Neutral
	Non-Government Organization	30	1.70	Somewhat agree
	Private business	3	2.67	Neutral
	State/Provincial agency	72	2.85	Neutral
	University	3	2.33	Somewhat agree
How long have you been active in waterfowl management?	0-1 year	5	3.40	Neutral
	2-5 years	16	2.69	Neutral
	6-10 years	26	2.62	Neutral
	11-20 years	40	2.53	Neutral
	21-30 years	48	2.60	Neutral
	More than 30 years	22	2.00	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.62	Neutral
	Administrator/Coordinator of a program	70	2.64	Neutral
	Biologist/Scientist	50	2.34	Somewhat agree
	Researcher/Academic	4	2.25	Somewhat agree
	Regulations Committee Member	6	2.50	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.86	Neutral
	Mississippi Flyway	31	3.06	Neutral
	Central Flyway	23	2.09	Somewhat agree
	Pacific Flyway	25	2.72	Neutral
	National/multiple Flyways	37	2.16	Somewhat agree
	Don't have habitat responsibilities	18	2.50	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.05	Neutral
	Mississippi Flyway	28	3.04	Neutral
	Central Flyway	22	2.14	Somewhat agree
	Pacific Flyway	23	2.65	Neutral
	National/multiple Flyways	39	2.46	Somewhat agree
	Don't have population responsibilities	23	1.91	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Somewhat agree
	1% to 25%	64	2.98	Neutral
	26% to 50%	21	2.62	Neutral
	51% to 75%	21	2.05	Somewhat agree
	76% to 100%	50	2.14	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.00	Somewhat agree
	1 of my most important	64	2.52	Neutral
	No more important	38	2.79	Neutral
	Less important	12	2.08	Somewhat agree
	1 of my least important	3	3.33	Neutral
	I don't hunt waterfowl	18	2.89	Neutral

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		f. Attention to waterfowl and wetlands protection and management has declined among NGOs		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	45	3.29	Neutral
	Non-Government Organization	30	4.03	Somewhat disagree
	Private business	3	3.00	Neutral
	State/Provincial agency	72	3.44	Neutral
	University	4	4.25	Somewhat disagree
How long have you been active in waterfowl management?	0-1 year	5	3.40	Neutral
	2-5 years	16	3.81	Somewhat disagree
	6-10 years	26	3.38	Neutral
	11-20 years	40	3.55	Somewhat disagree
	21-30 years	48	3.56	Somewhat disagree
	More than 30 years	22	3.45	Neutral
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	3.42	Neutral
	Administrator/Coordinator of a program	69	3.45	Neutral
	Biologist/Scientist	50	3.70	Somewhat disagree
	Researcher/Academic	5	3.80	Somewhat disagree
	Regulations Committee Member	6	3.33	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	3.38	Neutral
	Mississippi Flyway	31	3.65	Somewhat disagree
	Central Flyway	23	3.43	Neutral
	Pacific Flyway	24	3.42	Neutral
	National/multiple Flyways	37	3.65	Somewhat disagree
	Don't have habitat responsibilities	19	3.53	Somewhat disagree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.45	Neutral
	Mississippi Flyway	28	3.50	Somewhat disagree
	Central Flyway	22	3.55	Somewhat disagree
	Pacific Flyway	22	3.41	Neutral
	National/multiple Flyways	39	3.46	Neutral
	Don't have population responsibilities	24	3.96	Somewhat disagree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Somewhat disagree
	1% to 25%	64	3.53	Somewhat disagree
	26% to 50%	21	3.19	Neutral
	51% to 75%	21	3.57	Somewhat disagree
	76% to 100%	50	3.66	Somewhat disagree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	3.55	Somewhat disagree
	1 of my most important	65	3.55	Somewhat disagree
	No more important	38	3.37	Neutral
	Less important	12	3.58	Somewhat disagree
	1 of my least important	3	3.67	Somewhat disagree
	I don't hunt waterfowl	17	3.76	Somewhat disagree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		a. The waterfowl management community is well positioned to address public policy issues impacting waterfowl habitat, populations, and hunters		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	3.00	Neutral
	Non-Government Organization	29	3.21	Neutral
	Private business	3	2.00	Somewhat agree
	State/Provincial agency	72	2.67	Neutral
	University	4	3.00	Neutral
How long have you been active in waterfowl management?	0-1 year	5	2.20	Somewhat agree
	2-5 years	17	2.47	Somewhat agree
	6-10 years	25	2.72	Neutral
	11-20 years	40	3.18	Neutral
	21-30 years	48	2.79	Neutral
	More than 30 years	22	2.86	Neutral
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.81	Neutral
	Administrator/Coordinator of a program	69	2.80	Neutral
	Biologist/Scientist	50	2.78	Neutral
	Researcher/Academic	5	2.80	Neutral
	Regulations Committee Member	5	3.80	Somewhat disagree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.50	Neutral
	Mississippi Flyway	31	2.81	Neutral
	Central Flyway	22	3.09	Neutral
	Pacific Flyway	23	2.43	Somewhat agree
	National/multiple Flyways	38	3.08	Neutral
	Don't have habitat responsibilities	19	2.79	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.57	Neutral
	Mississippi Flyway	28	2.71	Neutral
	Central Flyway	21	3.19	Neutral
	Pacific Flyway	21	2.62	Neutral
	National/multiple Flyways	39	2.85	Neutral
	Don't have population responsibilities	25	3.04	Neutral
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Somewhat agree
	1% to 25%	66	2.74	Neutral
	26% to 50%	20	2.85	Neutral
	51% to 75%	21	2.71	Neutral
	76% to 100%	49	3.02	Neutral
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	3.18	Neutral
	1 of my most important	66	3.02	Neutral
	No more important	37	2.78	Neutral
	Less important	12	2.25	Somewhat agree
	1 of my least important	3	3.00	Neutral
	I don't hunt waterfowl	17	2.18	Somewhat agree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		b. Too little attention has been placed on understanding waterfowl hunters and their satisfaction		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	44	2.77	Neutral
	Non-Government Organization	28	2.18	Somewhat agree
	Private business	3	2.33	Somewhat agree
	State/Provincial agency	72	2.63	Neutral
	University	4	3.00	Neutral
How long have you been active in waterfowl management?	0-1 year	5	3.80	Somewhat disagree
	2-5 years	16	3.06	Neutral
	6-10 years	25	2.60	Neutral
	11-20 years	40	2.48	Somewhat agree
	21-30 years	46	2.70	Neutral
	More than 30 years	22	1.95	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	2.56	Neutral
	Administrator/Coordinator of a program	67	2.54	Neutral
	Biologist/Scientist	49	2.65	Neutral
	Researcher/Academic	5	3.20	Neutral
	Regulations Committee Member	5	2.00	Somewhat agree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	2.57	Neutral
	Mississippi Flyway	31	2.74	Neutral
	Central Flyway	22	2.45	Somewhat agree
	Pacific Flyway	22	2.73	Neutral
	National/multiple Flyways	38	2.50	Neutral
	Don't have habitat responsibilities	19	2.47	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	2.60	Neutral
	Mississippi Flyway	28	2.61	Neutral
	Central Flyway	20	2.50	Neutral
	Pacific Flyway	20	2.80	Neutral
	National/multiple Flyways	39	2.64	Neutral
	Don't have population responsibilities	25	2.40	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Somewhat disagree
	1% to 25%	65	2.66	Neutral
	26% to 50%	19	2.37	Somewhat agree
	51% to 75%	21	2.48	Somewhat agree
	76% to 100%	48	2.60	Neutral
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	2.41	Somewhat agree
	1 of my most important	66	2.56	Neutral
	No more important	36	2.67	Neutral
	Less important	12	2.00	Somewhat agree
	1 of my least important	3	3.33	Neutral
	I don't hunt waterfowl	15	3.13	Neutral

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		c. The waterfowl management community is well positioned to fill technical and leadership positions in waterfowl and wetlands management		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	2.68	Neutral
	Non-Government Organization	28	3.54	Somewhat disagree
	Private business	3	2.67	Neutral
	State/Provincial agency	68	2.87	Neutral
	University	4	2.75	Neutral
How long have you been active in waterfowl management?	0-1 year	5	2.80	Neutral
	2-5 years	16	2.69	Neutral
	6-10 years	24	2.67	Neutral
	11-20 years	40	2.80	Neutral
	21-30 years	47	2.85	Neutral
	More than 30 years	21	3.71	Somewhat disagree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.84	Neutral
	Administrator/Coordinator of a program	68	2.81	Neutral
	Biologist/Scientist	49	3.04	Neutral
	Researcher/Academic	5	2.80	Neutral
	Regulations Committee Member	5	3.40	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	2.74	Neutral
	Mississippi Flyway	29	3.00	Neutral
	Central Flyway	23	3.17	Neutral
	Pacific Flyway	23	2.52	Neutral
	National/multiple Flyways	38	2.84	Neutral
	Don't have habitat responsibilities	19	3.11	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	19	2.63	Neutral
	Mississippi Flyway	27	3.07	Neutral
	Central Flyway	22	3.18	Neutral
	Pacific Flyway	21	2.71	Neutral
	National/multiple Flyways	38	2.82	Neutral
	Don't have population responsibilities	25	3.04	Neutral
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	4.00	Somewhat disagree
	1% to 25%	64	2.72	Neutral
	26% to 50%	20	2.95	Neutral
	51% to 75%	19	3.05	Neutral
	76% to 100%	49	3.06	Neutral
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	20	3.25	Neutral
	1 of my most important	65	3.14	Neutral
	No more important	37	2.57	Neutral
	Less important	11	2.91	Neutral
	1 of my least important	3	2.67	Neutral
	I don't hunt waterfowl	17	2.41	Somewhat agree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		d. Maintaining traditional distributions of ducks and geese during fall and winter is an important goal for waterfowl management		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	45	2.64	Neutral
	Non-Government Organization	29	3.28	Neutral
	Private business	3	2.33	Somewhat agree
	State/Provincial agency	71	2.82	Neutral
	University	3	3.00	Neutral
How long have you been active in waterfowl management?	0-1 year	5	2.60	Neutral
	2-5 years	16	2.69	Neutral
	6-10 years	24	2.63	Neutral
	11-20 years	38	2.63	Neutral
	21-30 years	49	3.02	Neutral
	More than 30 years	22	3.23	Neutral
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	26	2.62	Neutral
	Administrator/Coordinator of a program	67	2.69	Neutral
	Biologist/Scientist	50	3.14	Neutral
	Researcher/Academic	4	3.50	Somewhat disagree
	Regulations Committee Member	6	2.83	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	22	2.50	Neutral
	Mississippi Flyway	30	3.03	Neutral
	Central Flyway	21	2.76	Neutral
	Pacific Flyway	24	2.54	Neutral
	National/multiple Flyways	37	2.92	Neutral
	Don't have habitat responsibilities	18	3.28	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	21	2.57	Neutral
	Mississippi Flyway	28	3.04	Neutral
	Central Flyway	21	2.67	Neutral
	Pacific Flyway	22	2.73	Neutral
	National/multiple Flyways	37	2.78	Neutral
	Don't have population responsibilities	23	3.26	Neutral
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Neutral
	1% to 25%	63	2.62	Neutral
	26% to 50%	20	2.90	Neutral
	51% to 75%	21	2.71	Neutral
	76% to 100%	49	3.16	Neutral
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	3.14	Neutral
	1 of my most important	64	2.91	Neutral
	No more important	36	2.44	Somewhat agree
	Less important	12	3.17	Neutral
	1 of my least important	3	2.33	Somewhat agree
	I don't hunt waterfowl	17	2.94	Neutral



Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		e. Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	47	4.04	Somewhat disagree
	Non-Government Organization	30	4.03	Somewhat disagree
	Private business	3	3.67	Somewhat disagree
	State/Provincial agency	70	3.86	Somewhat disagree
	University	4	4.25	Somewhat disagree
How long have you been active in waterfowl management?	0-1 year	5	4.20	Somewhat disagree
	2-5 years	16	3.88	Somewhat disagree
	6-10 years	25	3.68	Somewhat disagree
	11-20 years	41	3.85	Somewhat disagree
	21-30 years	48	3.98	Somewhat disagree
	More than 30 years	22	4.36	Somewhat disagree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	27	3.44	Neutral
	Administrator/Coordinator of a program	70	3.94	Somewhat disagree
	Biologist/Scientist	49	4.22	Somewhat disagree
	Researcher/Academic	5	4.40	Somewhat disagree
	Regulations Committee Member	5	3.80	Somewhat disagree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	3.48	Neutral
	Mississippi Flyway	30	4.07	Somewhat disagree
	Central Flyway	23	4.09	Somewhat disagree
	Pacific Flyway	24	3.79	Somewhat disagree
	National/multiple Flyways	38	4.00	Somewhat disagree
	Don't have habitat responsibilities	19	4.11	Somewhat disagree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.45	Neutral
	Mississippi Flyway	27	3.89	Somewhat disagree
	Central Flyway	22	4.23	Somewhat disagree
	Pacific Flyway	22	3.82	Somewhat disagree
	National/multiple Flyways	39	4.03	Somewhat disagree
	Don't have population responsibilities	25	4.08	Somewhat disagree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	5.00	Strongly disagree
	1% to 25%	65	3.60	Somewhat disagree
	26% to 50%	21	4.33	Somewhat disagree
	51% to 75%	21	4.19	Somewhat disagree
	76% to 100%	49	4.12	Somewhat disagree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	4.05	Somewhat disagree
	1 of my most important	64	4.14	Somewhat disagree
	No more important	37	3.68	Somewhat disagree
	Less important	12	3.83	Somewhat disagree
	1 of my least important	3	3.67	Somewhat disagree
	I don't hunt waterfowl	19	3.84	Somewhat disagree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		a. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among universities		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	39	2.15	Somewhat agree
	Non-Government Organization	28	1.57	Somewhat agree
	Private business	3	2.67	Neutral
	State/Provincial agency	57	2.04	Somewhat agree
	University	3	3.67	Somewhat disagree
How long have you been active in waterfowl management?	0-1 year	3	2.33	Somewhat agree
	2-5 years	10	1.80	Somewhat agree
	6-10 years	24	2.33	Somewhat agree
	11-20 years	35	2.11	Somewhat agree
	21-30 years	41	2.07	Somewhat agree
	More than 30 years	20	1.65	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	24	1.92	Somewhat agree
	Administrator/Coordinator of a program	56	2.20	Somewhat agree
	Biologist/Scientist	44	1.84	Somewhat agree
	Researcher/Academic	4	3.25	Neutral
	Regulations Committee Member	5	2.00	Somewhat agree
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	17	2.18	Somewhat agree
	Mississippi Flyway	27	1.85	Somewhat agree
	Central Flyway	18	2.28	Somewhat agree
	Pacific Flyway	22	2.18	Somewhat agree
	National/multiple Flyways	30	1.83	Somewhat agree
	Don't have habitat responsibilities	17	2.29	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	17	2.24	Somewhat agree
	Mississippi Flyway	25	1.72	Somewhat agree
	Central Flyway	18	2.28	Somewhat agree
	Pacific Flyway	20	2.10	Somewhat agree
	National/multiple Flyways	32	2.13	Somewhat agree
	Don't have population responsibilities	19	1.95	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Somewhat agree
	1% to 25%	53	2.38	Somewhat agree
	26% to 50%	18	2.06	Somewhat agree
	51% to 75%	18	1.94	Somewhat agree
	76% to 100%	43	1.70	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	1.71	Somewhat agree
	1 of my most important	53	1.94	Somewhat agree
	No more important	34	2.15	Somewhat agree
	Less important	10	1.60	Somewhat agree
	1 of my least important	3	3.67	Strongly disagree
	I don't hunt waterfowl	12	2.83	Neutral

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		b. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the federal level		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	46	3.04	Neutral
	Non-Government Organization	30	1.53	Somewhat agree
	Private business	3	3.00	Neutral
	State/Provincial agency	71	2.58	Neutral
	University	3	1.67	Somewhat agree
How long have you been active in waterfowl management?	0-1 year	5	3.40	Neutral
	2-5 years	15	2.93	Neutral
	6-10 years	25	2.76	Neutral
	11-20 years	40	2.53	Neutral
	21-30 years	49	2.33	Somewhat agree
	More than 30 years	22	2.05	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.36	Somewhat agree
	Administrator/Coordinator of a program	71	2.48	Somewhat agree
	Biologist/Scientist	49	2.59	Neutral
	Researcher/Academic	4	2.00	Somewhat agree
	Regulations Committee Member	6	2.67	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	3.14	Neutral
	Mississippi Flyway	30	2.33	Somewhat agree
	Central Flyway	23	2.65	Neutral
	Pacific Flyway	25	2.32	Somewhat agree
	National/multiple Flyways	37	2.14	Somewhat agree
	Don't have habitat responsibilities	18	2.83	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.05	Neutral
	Mississippi Flyway	27	2.41	Somewhat agree
	Central Flyway	22	2.68	Neutral
	Pacific Flyway	23	2.43	Somewhat agree
	National/multiple Flyways	38	2.68	Neutral
	Don't have population responsibilities	24	1.83	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Somewhat agree
	1% to 25%	64	2.66	Neutral
	26% to 50%	21	2.95	Neutral
	51% to 75%	21	2.14	Somewhat agree
	76% to 100%	49	2.27	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	22	1.95	Somewhat agree
	1 of my most important	65	2.48	Somewhat agree
	No more important	37	2.46	Somewhat agree
	Less important	11	2.18	Somewhat agree
	1 of my least important	3	2.33	Somewhat agree
	I don't hunt waterfowl	18	3.56	Somewhat disagree

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		c. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the state/province level		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	41	2.68	Neutral
	Non-Government Organization	30	1.67	Somewhat agree
	Private business	3	3.00	Neutral
	State/Provincial agency	72	2.76	Neutral
	University	3	3.00	Neutral
How long have you been active in waterfowl management?	0-1 year	4	2.75	Neutral
	2-5 years	14	2.93	Neutral
	6-10 years	26	2.73	Neutral
	11-20 years	39	2.54	Neutral
	21-30 years	48	2.38	Somewhat agree
	More than 30 years	21	2.24	Somewhat agree
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	2.72	Neutral
	Administrator/Coordinator of a program	68	2.50	Neutral
	Biologist/Scientist	48	2.40	Somewhat agree
	Researcher/Academic	4	2.75	Neutral
	Regulations Committee Member	6	2.50	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	21	3.19	Neutral
	Mississippi Flyway	31	2.48	Somewhat agree
	Central Flyway	23	2.65	Neutral
	Pacific Flyway	24	2.38	Somewhat agree
	National/multiple Flyways	35	2.31	Somewhat agree
	Don't have habitat responsibilities	16	2.38	Somewhat agree
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	20	3.05	Neutral
	Mississippi Flyway	28	2.46	Somewhat agree
	Central Flyway	22	2.59	Neutral
	Pacific Flyway	22	2.36	Somewhat agree
	National/multiple Flyways	36	2.75	Neutral
	Don't have population responsibilities	22	1.86	Somewhat agree
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	2.00	Somewhat agree
	1% to 25%	63	2.95	Neutral
	26% to 50%	19	2.37	Somewhat agree
	51% to 75%	20	2.05	Somewhat agree
	76% to 100%	49	2.22	Somewhat agree
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	2.00	Somewhat agree
	1 of my most important	62	2.55	Neutral
	No more important	37	2.51	Neutral
	Less important	12	2.50	Neutral
	1 of my least important	3	2.67	Neutral
	I don't hunt waterfowl	17	3.06	Neutral

Indicate the degree to which you agree, disagree, or are neutral about, the following statements.		d. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among NGOs		
		Valid N	Mean	Word anchor
What is your primary employment affiliation?	Federal agency	44	3.16	Neutral
	Non-Government Organization	30	3.40	Neutral
	Private business	3	3.00	Neutral
	State/Provincial agency	67	3.13	Neutral
	University	3	3.33	Neutral
How long have you been active in waterfowl management?	0-1 year	5	3.20	Neutral
	2-5 years	12	3.50	Somewhat disagree
	6-10 years	24	3.08	Neutral
	11-20 years	40	3.28	Neutral
	21-30 years	48	3.17	Neutral
	More than 30 years	21	3.14	Neutral
Many of us wear many hats--but which ONE hat do you most frequently find yourself wearing when it comes to waterfowl management--the hat which reads...?"	Agency Director/Executive Director	25	3.04	Neutral
	Administrator/Coordinator of a program	66	3.11	Neutral
	Biologist/Scientist	48	3.42	Neutral
	Researcher/Academic	4	3.25	Neutral
	Regulations Committee Member	6	3.17	Neutral
Which ONE best describes the geography for which you have waterfowl habitat responsibilities?	Atlantic Flyway	19	3.16	Neutral
	Mississippi Flyway	29	3.03	Neutral
	Central Flyway	23	3.09	Neutral
	Pacific Flyway	24	3.21	Neutral
	National/multiple Flyways	35	3.46	Neutral
	Don't have habitat responsibilities	18	3.17	Neutral
Which ONE best describes the geography for which you have waterfowl population responsibilities?	Atlantic Flyway	19	3.16	Neutral
	Mississippi Flyway	26	3.04	Neutral
	Central Flyway	22	3.05	Neutral
	Pacific Flyway	22	3.14	Neutral
	National/multiple Flyways	38	3.45	Neutral
	Don't have population responsibilities	21	3.43	Neutral
On average, about what percent of your duty time do you usually spend on waterfowl management each month?	0%	1	3.00	Neutral
	1% to 25%	60	3.08	Neutral
	26% to 50%	21	3.43	Neutral
	51% to 75%	21	3.19	Neutral
	76% to 100%	47	3.28	Neutral
How important is waterfowl hunting to you (compared to your other recreational activities)?	My most important	21	3.19	Neutral
	1 of my most important	63	3.30	Neutral
	No more important	36	2.97	Neutral
	Less important	10	3.00	Neutral
	1 of my least important	3	3.33	Neutral
	I don't hunt waterfowl	17	3.47	Neutral

“How knowledgeable are you about each of the following...?”

Are you currently serving on...?		a. North American Waterfowl Management Plan		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	1.86	Very knowledgeable
	No	89	2.00	Very knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	1.70	Very knowledgeable
	No	72	2.11	Very knowledgeable
c. Flyway Council	Yes	31	1.94	Very knowledgeable
	No	90	1.98	Very knowledgeable
d. Flyway Technical Section	Yes	43	1.93	Very knowledgeable
	No	81	1.98	Very knowledgeable

Are you currently serving on...?		a. North American Waterfowl Management Plan		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	1.86	Very knowledgeable
	No	89	2.00	Very knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	1.70	Very knowledgeable
	No	72	2.11	Very knowledgeable
c. Flyway Council	Yes	31	1.94	Very knowledgeable
	No	90	1.98	Very knowledgeable
d. Flyway Technical Section	Yes	43	1.93	Very knowledgeable
	No	81	1.98	Very knowledgeable

Are you currently serving on...?		b. 2007 NAWMP Continental Progress Assessment Report		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.18	Very knowledgeable
	No	89	2.69	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	1.98	Very knowledgeable
	No	72	2.85	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.65	Somewhat knowledgeable
	No	90	2.52	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.60	Somewhat knowledgeable
	No	81	2.49	Very knowledgeable

Are you currently serving on...?		c. March 2005 Adaptive Harvest Management Task Force Report		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.61	Somewhat knowledgeable
	No	89	2.84	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.75	Somewhat knowledgeable
	No	72	2.86	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.58	Somewhat knowledgeable
	No	90	2.81	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.47	Very knowledgeable
	No	81	2.90	Somewhat knowledgeable

Are you currently serving on...?		d. 2007 Joint Task Group Report		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.48	Very knowledgeable
	No	89	2.73	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.32	Very knowledgeable
	No	72	2.85	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.42	Very knowledgeable
	No	90	2.69	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.40	Very knowledgeable
	No	81	2.72	Somewhat knowledgeable

Are you currently serving on...?		e. Yield curves, and how they relate population size and sustainable annual harvest		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.77	Somewhat knowledgeable
	No	89	2.66	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.52	Somewhat knowledgeable
	No	72	2.83	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.55	Somewhat knowledgeable
	No	90	2.74	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.51	Somewhat knowledgeable
	No	81	2.80	Somewhat knowledgeable

Are you currently serving on...?		f. "Coherence" as a waterfowl management concept		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	3.30	Somewhat knowledgeable
	No	89	3.15	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.76	Somewhat knowledgeable
	No	72	3.43	Somewhat knowledgeable
c. Flyway Council	Yes	31	3.13	Somewhat knowledgeable
	No	90	3.14	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.93	Somewhat knowledgeable
	No	81	3.25	Somewhat knowledgeable

Are you currently serving on...?		g. "Strategic Habitat Conservation" as a management concept		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.30	Very knowledgeable
	No	89	2.91	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.35	Very knowledgeable
	No	72	2.90	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.65	Somewhat knowledgeable
	No	90	2.83	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	3.09	Somewhat knowledgeable
	No	81	2.62	Somewhat knowledgeable

Are you currently serving on...?		h. 2005 National Duck Hunter Survey		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.73	Somewhat knowledgeable
	No	89	2.72	Somewhat knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.84	Somewhat knowledgeable
	No	72	2.72	Somewhat knowledgeable
c. Flyway Council	Yes	31	2.68	Somewhat knowledgeable
	No	90	2.77	Somewhat knowledgeable
d. Flyway Technical Section	Yes	43	2.21	Very knowledgeable
	No	81	2.94	Somewhat knowledgeable

Are you currently serving on...?		i. Adaptive Harvest Management (AHM)		
		Valid N	Mean	Maximum
a. Joint Venture Management Board	Yes	44	2.41	Very knowledgeable
	No	89	2.29	Very knowledgeable
b. Joint Venture Staff or Technical Committee	Yes	63	2.41	Very knowledgeable
	No	72	2.32	Very knowledgeable
c. Flyway Council	Yes	31	2.19	Very knowledgeable
	No	90	2.34	Very knowledgeable
d. Flyway Technical Section	Yes	43	2.05	Very knowledgeable
	No	81	2.43	Very knowledgeable



“Please evaluate the performance of each of the following in contributing to the success of waterfowl management in North America.”

Are you currently serving on...?		a. Flyway system		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	1.61	Good
	No	86	1.78	Good
b. Joint Venture Staff or Technical Committee	Yes	61	1.80	Good
	No	70	1.74	Good
c. Flyway Council	Yes	31	1.58	Good
	No	86	1.79	Good
d. Flyway Technical Section	Yes	43	1.58	Good
	No	77	1.78	Good

Are you currently serving on...?		b. University training of waterfowl biologists		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	39	2.46	Good
	No	82	2.29	Good
b. Joint Venture Staff or Technical Committee	Yes	60	2.37	Good
	No	65	2.37	Good
c. Flyway Council	Yes	28	2.36	Good
	No	84	2.37	Good
d. Flyway Technical Section	Yes	42	2.33	Good
	No	73	2.40	Good

Are you currently serving on...?		c. Joint Ventures		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	1.77	Good
	No	87	2.01	Good
b. Joint Venture Staff or Technical Committee	Yes	63	1.81	Good
	No	70	1.94	Good
c. Flyway Council	Yes	31	1.94	Good
	No	88	1.92	Good
d. Flyway Technical Section	Yes	43	2.16	Good
	No	79	1.77	Good

Are you currently serving on...?		d. Collaboration between U.S. and Canada		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	40	2.00	Good
	No	82	2.06	Good
b. Joint Venture Staff or Technical Committee	Yes	60	2.00	Good
	No	66	2.05	Good
c. Flyway Council	Yes	29	2.00	Good
	No	84	2.11	Good
d. Flyway Technical Section	Yes	43	2.12	Good
	No	73	2.03	Good

Are you currently serving on...?		e. Adaptive Harvest Management (AHM) as a system of regulations recommendations		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	40	2.30	Good
	No	83	2.30	Good
b. Joint Venture Staff or Technical Committee	Yes	58	2.40	Good
	No	69	2.26	Good
c. Flyway Council	Yes	30	2.37	Good
	No	84	2.27	Good
d. Flyway Technical Section	Yes	43	2.37	Good
	No	74	2.27	Good

Are you currently serving on...?		f. Waterfowl monitoring (e.g., surveys, banding, etc.)		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	1.91	Good
	No	87	1.79	Good
b. Joint Venture Staff or Technical Committee	Yes	63	1.97	Good
	No	70	1.73	Good
c. Flyway Council	Yes	31	1.90	Good
	No	88	1.77	Good
d. Flyway Technical Section	Yes	43	1.65	Good
	No	79	1.85	Good

“To what extent will change be required in each of the following to achieve future advances in waterfowl management?”

Are you currently serving on...?		a. Flyway system		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	2.95	Needs minor change
	No	82	2.90	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	60	3.03	Needs minor change
	No	65	2.89	Needs minor change
c. Flyway Council	Yes	30	3.03	Needs minor change
	No	82	2.90	Needs minor change
d. Flyway Technical Section	Yes	43	3.30	Needs minor change
	No	72	2.82	Needs minor change

Are you currently serving on...?		b. University training of waterfowl biologists		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	40	2.40	Needs moderate change
	No	76	2.51	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	58	2.33	Needs moderate change
	No	60	2.52	Needs minor change
c. Flyway Council	Yes	27	2.85	Needs minor change
	No	80	2.38	Needs moderate change
d. Flyway Technical Section	Yes	39	2.51	Needs minor change
	No	70	2.36	Needs moderate change

Are you currently serving on...?		c. Joint Ventures		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.75	Needs minor change
	No	82	2.66	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	63	2.62	Needs minor change
	No	65	2.65	Needs minor change
c. Flyway Council	Yes	30	2.77	Needs minor change
	No	84	2.65	Needs minor change
d. Flyway Technical Section	Yes	43	2.58	Needs minor change
	No	74	2.72	Needs minor change

Are you currently serving on...?		d. Collaboration between U.S. and Canada		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	39	2.74	Needs minor change
	No	77	2.77	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	60	2.80	Needs minor change
	No	60	2.75	Needs minor change
c. Flyway Council	Yes	27	3.00	Needs minor change
	No	79	2.72	Needs minor change
d. Flyway Technical Section	Yes	42	2.93	Needs minor change
	No	68	2.75	Needs minor change

Are you currently serving on...?		e. Adaptive Harvest Management (AHM) as a system of regulations recommendations		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	36	2.39	Needs moderate change
	No	75	2.52	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	49	2.35	Needs moderate change
	No	64	2.52	Needs minor change
c. Flyway Council	Yes	30	2.37	Needs moderate change
	No	74	2.49	Needs minor change
d. Flyway Technical Section	Yes	39	2.54	Needs moderate change
	No	65	2.46	Needs moderate change

Are you currently serving on...?		f. Waterfowl monitoring (e.g., surveys, banding, etc.)		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.71	Needs minor change
	No	83	2.60	Needs minor change
b. Joint Venture Staff or Technical Committee	Yes	62	2.42	Needs moderate change
	No	64	2.78	Needs minor change
c. Flyway Council	Yes	28	2.64	Needs minor change
	No	85	2.65	Needs minor change
d. Flyway Technical Section	Yes	42	2.71	Needs minor change
	No	74	2.61	Needs minor change

Are you currently serving on...?		g. "Coherence" as a waterfowl management concept		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	18	2.22	Needs moderate change
	No	44	1.93	Needs moderate change
b. Joint Venture Staff or Technical Committee	Yes	34	2.29	Needs moderate change
	No	33	1.94	Needs moderate change
c. Flyway Council	Yes	14	2.57	Needs minor change
	No	49	1.98	Needs moderate change
d. Flyway Technical Section	Yes	24	2.00	Needs moderate change
	No	40	2.03	Needs moderate change

“What is the degree of success you think we’ve attained with each of the following attributes of waterfowl management in North America?”

Are you currently serving on...?		a. Simplified waterfowl regulations		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.36	Medium success
	No	84	2.73	Low success
b. Joint Venture Staff or Technical Committee	Yes	57	2.67	Low success
	No	70	2.61	Low success
c. Flyway Council	Yes	31	2.55	Low success
	No	84	2.67	Low success
d. Flyway Technical Section	Yes	43	2.91	Low success
	No	75	2.49	Medium success

Are you currently serving on...?		b. Goals for harvest and habitat management that are complementary and consistent		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.79	Low success
	No	85	2.86	Low success
b. Joint Venture Staff or Technical Committee	Yes	60	3.00	Low success
	No	69	2.70	Low success
c. Flyway Council	Yes	31	2.48	Medium success
	No	85	2.86	Low success
d. Flyway Technical Section	Yes	42	2.86	Low success
	No	77	2.73	Low success

Are you currently serving on...?		c. Monitoring waterfowl hunter expectations and satisfactions		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.52	Low success
	No	81	2.56	Low success
b. Joint Venture Staff or Technical Committee	Yes	58	2.53	Low success
	No	68	2.59	Low success
c. Flyway Council	Yes	31	2.55	Low success
	No	81	2.57	Low success
d. Flyway Technical Section	Yes	43	2.72	Low success
	No	72	2.50	Low success

Are you currently serving on...?		d. Incorporating hunter satisfaction metrics into waterfowl management goals		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	2.85	Low success
	No	79	2.91	Low success
b. Joint Venture Staff or Technical Committee	Yes	57	2.91	Low success
	No	66	2.89	Low success
c. Flyway Council	Yes	29	2.86	Low success
	No	80	2.89	Low success
d. Flyway Technical Section	Yes	42	2.98	Low success
	No	71	2.92	Low success

Are you currently serving on...?		e. Management coherence among waterfowl populations, habitat, and hunter participation.		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	37	2.92	Low success
	No	74	2.91	Low success
b. Joint Venture Staff or Technical Committee	Yes	56	2.88	Low success
	No	58	2.91	Low success
c. Flyway Council	Yes	29	2.72	Low success
	No	74	2.95	Low success
d. Flyway Technical Section	Yes	41	2.95	Low success
	No	65	2.85	Low success

Are you currently serving on...?		f. Institutional arrangements that will support waterfowl management into the future		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	2.20	Medium success
	No	81	2.31	Medium success
b. Joint Venture Staff or Technical Committee	Yes	57	2.39	Medium success
	No	65	2.22	Medium success
c. Flyway Council	Yes	30	2.23	Medium success
	No	82	2.28	Medium success
d. Flyway Technical Section	Yes	42	2.24	Medium success
	No	74	2.27	Medium success

Are you currently serving on...?		g. Understanding life history of waterfowl		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	1.61	Medium success
	No	88	1.63	Medium success
b. Joint Venture Staff or Technical Committee	Yes	63	1.52	Medium success
	No	71	1.65	Medium success
c. Flyway Council	Yes	31	1.48	High success
	No	89	1.65	Medium success
d. Flyway Technical Section	Yes	43	1.65	Medium success
	No	80	1.61	Medium success

Are you currently serving on...?		i. Rallying the conservation initiative of the waterfowl hunting community (harvest-oriented users)		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	2.19	Medium success
	No	84	2.30	Medium success
b. Joint Venture Staff or Technical Committee	Yes	60	2.28	Medium success
	No	70	2.26	Medium success
c. Flyway Council	Yes	31	2.39	Medium success
	No	85	2.21	Medium success
d. Flyway Technical Section	Yes	42	2.43	Medium success
	No	77	2.21	Medium success

Are you currently serving on...?		j. Rallying the conservation initiative of aesthetic-oriented wetland conservationists		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.66	Low success
	No	84	2.87	Low success
b. Joint Venture Staff or Technical Committee	Yes	61	2.85	Low success
	No	69	2.86	Low success
c. Flyway Council	Yes	31	2.58	Low success
	No	85	2.88	Low success
d. Flyway Technical Section	Yes	41	2.80	Low success
	No	78	2.81	Low success

Are you currently serving on...?		k. Clear process for setting/revising population goals		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	2.73	Low success
	No	85	2.84	Low success
b. Joint Venture Staff or Technical Committee	Yes	59	2.86	Low success
	No	69	2.72	Low success
c. Flyway Council	Yes	30	2.70	Low success
	No	85	2.87	Low success
d. Flyway Technical Section	Yes	40	2.88	Low success
	No	78	2.73	Low success

Are you currently serving on...?		l. Conservation of waterfowl habitats		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	1.93	Medium success
	No	87	2.24	Medium success
b. Joint Venture Staff or Technical Committee	Yes	62	2.16	Medium success
	No	71	2.13	Medium success
c. Flyway Council	Yes	31	2.06	Medium success
	No	88	2.15	Medium success
d. Flyway Technical Section	Yes	43	2.23	Medium success
	No	79	2.11	Medium success

Are you currently serving on...?		m. Balancing population objectives among species		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.52	Low success
	No	79	2.63	Low success
b. Joint Venture Staff or Technical Committee	Yes	56	2.71	Low success
	No	65	2.58	Low success
c. Flyway Council	Yes	30	2.57	Low success
	No	81	2.62	Low success
d. Flyway Technical Section	Yes	40	2.73	Low success
	No	72	2.60	Low success



“Indicate the degree to which you agree, disagree, or are neutral about, the following statements.”

Are you currently serving on...?		a. Resources dedicated to waterfowl habitat conservation should be re-allocated among important waterfowl landscapes		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	40	2.60	Neutral
	No	82	2.10	Somewhat agree
b. Joint Venture Staff or Technical Committee	Yes	62	2.08	Somewhat agree
	No	64	2.27	Somewhat agree
c. Flyway Council	Yes	29	2.48	Somewhat agree
	No	84	2.11	Somewhat agree
d. Flyway Technical Section	Yes	42	2.19	Somewhat agree
	No	73	2.27	Somewhat agree

Are you currently serving on...?		b. An inordinate amount of time is spent on the annual regulations setting process		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	41	2.07	Somewhat agree
	No	85	2.16	Somewhat agree
b. Joint Venture Staff or Technical Committee	Yes	58	2.16	Somewhat agree
	No	69	2.09	Somewhat agree
c. Flyway Council	Yes	31	2.03	Somewhat agree
	No	85	2.18	Somewhat agree
d. Flyway Technical Section	Yes	43	2.51	Neutral
	No	76	2.01	Somewhat agree

Are you currently serving on...?		c. Greater attention should be placed on monitoring and evaluation		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.20	Somewhat agree
	No	88	1.94	Somewhat agree
b. Joint Venture Staff or Technical Committee	Yes	63	1.81	Somewhat agree
	No	71	2.14	Somewhat agree
c. Flyway Council	Yes	31	2.32	Somewhat agree
	No	89	1.91	Somewhat agree
d. Flyway Technical Section	Yes	43	1.95	Somewhat agree
	No	80	2.03	Somewhat agree

Are you currently serving on...?		d. Attention to waterfowl and wetlands protection and management has declined at the federal level		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.25	Somewhat agree
	No	86	2.15	Somewhat agree
b. Joint Venture Staff or Technical Committee	Yes	63	2.10	Somewhat agree
	No	69	2.26	Somewhat agree
c. Flyway Council	Yes	31	2.32	Somewhat agree
	No	87	2.21	Somewhat agree
d. Flyway Technical Section	Yes	43	2.09	Somewhat agree
	No	78	2.28	Somewhat agree

Are you currently serving on...?		e. Attention to waterfowl and wetlands protection and management has declined at the state/province level		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.59	Neutral
	No	85	2.52	Neutral
b. Joint Venture Staff or Technical Committee	Yes	63	2.41	Somewhat agree
	No	68	2.62	Neutral
c. Flyway Council	Yes	31	3.19	Neutral
	No	87	2.44	Somewhat agree
d. Flyway Technical Section	Yes	43	2.42	Somewhat agree
	No	77	2.49	Somewhat agree

Are you currently serving on...?		f. Attention to waterfowl and wetlands protection and management has declined among NGOs		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	3.30	Neutral
	No	86	3.63	Somewhat disagree
b. Joint Venture Staff or Technical Committee	Yes	62	3.66	Somewhat disagree
	No	69	3.43	Neutral
c. Flyway Council	Yes	31	3.58	Somewhat disagree
	No	87	3.61	Somewhat disagree
d. Flyway Technical Section	Yes	43	3.40	Neutral
	No	78	3.60	Somewhat disagree

Are you currently serving on...?		a. The waterfowl management community is well positioned to address public policy issues impacting waterfowl habitat, populations, and hunters		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	2.74	Neutral
	No	86	2.72	Neutral
b. Joint Venture Staff or Technical Committee	Yes	63	2.83	Neutral
	No	69	2.80	Neutral
c. Flyway Council	Yes	31	2.61	Neutral
	No	88	2.80	Neutral
d. Flyway Technical Section	Yes	42	2.90	Neutral
	No	79	2.72	Neutral

Are you currently serving on...?		b. Too little attention has been placed on understanding waterfowl hunters and their satisfaction		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	42	2.29	Somewhat agree
	No	84	2.63	Neutral
b. Joint Venture Staff or Technical Committee	Yes	61	2.84	Neutral
	No	68	2.41	Somewhat agree
c. Flyway Council	Yes	31	2.39	Somewhat agree
	No	85	2.58	Neutral
d. Flyway Technical Section	Yes	41	2.73	Neutral
	No	77	2.48	Somewhat agree

Are you currently serving on...?		c. The waterfowl management community is well positioned to fill technical and leadership positions in waterfowl and wetlands management		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	2.67	Neutral
	No	83	3.00	Neutral
b. Joint Venture Staff or Technical Committee	Yes	61	2.87	Neutral
	No	68	2.97	Neutral
c. Flyway Council	Yes	31	2.77	Neutral
	No	85	2.98	Neutral
d. Flyway Technical Section	Yes	39	3.08	Neutral
	No	79	2.97	Neutral

Are you currently serving on...?		d. Maintaining traditional distributions of ducks and geese during fall and winter is an important goal for waterfowl management		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	2.67	Neutral
	No	85	2.98	Neutral
b. Joint Venture Staff or Technical Committee	Yes	61	3.02	Neutral
	No	68	2.79	Neutral
c. Flyway Council	Yes	31	2.61	Neutral
	No	88	2.92	Neutral
d. Flyway Technical Section	Yes	42	3.07	Neutral
	No	78	2.78	Neutral

Are you currently serving on...?		e. Waterfowl and wetland managers are well positioned to achieve an objective of net gain in wetlands		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	3.84	Somewhat disagree
	No	86	4.01	Somewhat disagree
b. Joint Venture Staff or Technical Committee	Yes	63	4.11	Somewhat disagree
	No	68	3.82	Somewhat disagree
c. Flyway Council	Yes	30	3.57	Somewhat disagree
	No	88	4.13	Somewhat disagree
d. Flyway Technical Section	Yes	41	4.12	Somewhat disagree
	No	79	3.89	Somewhat disagree

Are you currently serving on...?		a. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among universities		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	38	2.08	Somewhat agree
	No	71	2.00	Somewhat agree
b. Joint Venture Staff or Technical Committee	Yes	58	2.00	Somewhat agree
	No	56	2.09	Somewhat agree
c. Flyway Council	Yes	26	2.31	Somewhat agree
	No	75	2.00	Somewhat agree
d. Flyway Technical Section	Yes	37	1.89	Somewhat agree
	No	68	2.09	Somewhat agree

Are you currently serving on...?		b. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the federal level		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.41	Somewhat agree
	No	85	2.62	Neutral
b. Joint Venture Staff or Technical Committee	Yes	62	2.26	Somewhat agree
	No	69	2.71	Neutral
c. Flyway Council	Yes	31	2.58	Neutral
	No	87	2.54	Neutral
d. Flyway Technical Section	Yes	43	2.51	Neutral
	No	77	2.52	Neutral

Are you currently serving on...?		c. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined at the state/province level		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	43	2.60	Neutral
	No	82	2.54	Neutral
b. Joint Venture Staff or Technical Committee	Yes	61	2.33	Somewhat agree
	No	67	2.67	Neutral
c. Flyway Council	Yes	31	2.97	Neutral
	No	84	2.52	Neutral
d. Flyway Technical Section	Yes	43	2.58	Neutral
	No	74	2.50	Neutral

Are you currently serving on...?		d. Attention to monitoring and evaluation and the science supporting waterfowl and wetlands management has declined among NGOs		
		Valid N	Mean	Word anchor
a. Joint Venture Management Board	Yes	44	2.98	Neutral
	No	81	3.31	Neutral
b. Joint Venture Staff or Technical Committee	Yes	61	3.34	Neutral
	No	66	3.12	Neutral
c. Flyway Council	Yes	30	3.13	Neutral
	No	84	3.27	Neutral
d. Flyway Technical Section	Yes	41	3.24	Neutral
	No	74	3.19	Neutral